



UAW FCA US LLC

OCTOBER 2015

Key Changes to Proposed Agreement

- **New Path to Traditional Wages**
Current and future new hires now have a direct path to traditional wages. A typical in-progression member with 2 years of service will see gains of \$44,000 over the next four years from wages and the up-front lump sum bonus. Gains for in-progression members will vary by years of seniority.
- **Traditional members** – First base wage increase in 9 years plus lump sum bonuses. Traditional members will receive \$20,000 over the term of the agreement.
- **Ratification Bonus** – Traditional members get \$4,000 and In-progression members receive \$3,000
- **401(k) Improvements** – Company will now contribute 6.4% for members hired after October 29, 2007.
- **New profit sharing formula**– Payouts based on uncapped compensated hours.
- **Targeted retirement incentive packages** offered at certain locations.
- **Health care benefits** remain with no cost share toward health care premiums.
- **Vision and dental improvement** for In-Progression Members.
- **Holidays** – Monday after Easter Restored; Members now get 64 paid holidays.
- **More options for PAA Usage** – Members may now use up to 40 hours PAA to cover unexpected absences with 30 minutes notice prior to the beginning of their shift.
- **AWS Language Clarifications** – Parties will meet within 60 days of ratification to consider other alternative schedules.
- **Pension Funding** – During the term of the proposed agreement, the company stated it's anticipated cash contributions of \$1.7 billion.

Dear Brothers and Sisters:

Your bargaining committee is pleased to present this report for your review, debate and vote.

From the beginning our goals were to bargain an agreement that would bridge the gap, provide wage increases to the most senior employees, maintain healthcare, secure product investment and protect jobs. We believed the first tentative agreement accomplished those goals.

After the tentative agreement was rejected we met with your local union leadership for a considerable amount of time to make sure we had a clear understanding of your issues and concerns. We took the feedback from your leadership as a charge to get an agreement with more job security, spelled out investment plans and a path to a higher standard of living.

Armed with a clear mandate from you we went back to the bargaining table confident that we could address many of your issues. The biggest challenge for your bargaining committee was the wage gap between new hire and traditional employees. They took a thoughtful and strategic approach to addressing this inequity and found a solution that closes the gap over time in a way that allows the company to continue investing in our plants, develop new product and keep our jobs secure. Figuring out how to balance these competing demands is one of our responsibilities as your bargaining representative. Not considering the give and take between job security, and good pay and benefits is irresponsible.

Another big challenge was health care. Our benefits are among the best in the country but these benefits carry a high price. Today, our health care costs about \$8 an hour and by 2019 we project it will reach \$13-\$14 an hour. The company's solution is for our members to pay more. Over the years we have protected you from premium sharing and have been successful in this set of bargaining, too. But, if we are going to maintain these benefits, we must be proactive and not wait for the problem to get worse. We must work together and figure out a solution that takes advantage of our collective knowledge and experience. This was the intention of the co-op. We never intended to create a VEBA or TAFT-Hartley. Although we remain committed to finding smart solutions to our health care problems, we listened to your concerns. We will tackle this issue by asking the companies to share data and support health care studies.

This has been a long process, but as we have said, we respect the process and the process does work. As a result we present to you this agreement that is one of the richest ever negotiated.

It was an honor to represent you at the bargaining table. We are proud of this total agreement and recommend its support.

In solidarity,

Dennis Williams, President
International Union, UAW

Norwood Jewell, Vice President and Director
UAW Chrysler Department



The 2015 UAW FCA National Negotiating Committee



Traditional Wages

Wage Increases

Traditional workers get first general wage increases in 9 years plus lump sum bonuses.

Traditional employees will receive a \$4,000 up-front lump sum bonus, two 3% general wage increases and two 4% lump sum bonuses. These bonuses and wage increases will generate gains of \$20,000 for a typical production worker based on 2,080 straight time hours.

Upon ratification: Up-front bonus: \$4,000, 3% general wage increase
2016: 4% lump sum bonus -- \$2,400 for a typical production worker
2017: 3% general wage increase
2018: 4% lump sum bonus -- \$2,500 for a typical production worker

Team Leader Premium and Application

The team leader premium will be increased by \$.50 per hour.

A Team Leader may apply for an open job posting within their classification and current department after they have held their current Team Leader Position for a minimum of one (1) year on active role.

In-Progression Wages

Current and future new hires now have a direct path to traditional wages. This progression provides significant wage increases to all in-progression employees. Existing in-progression MOPAR employees will also follow this progression.

In-Progression Ratification Bonus

The company agreed to provide a \$3,000 up-front lump sum bonus for all eligible members on the active roll on the effective date of this agreement in recognition of services that will be performed over the contract period and as part of the wage increase negotiations secured in the tentative agreement.

Team Leader Premium and Application

The team leader premium will be increased by \$.50 per hour.

A Team Leader may apply for an open job posting within their classification and current department after they have held their current Team Leader Position for a minimum of one (1) year on active role.

New Progression		Start	1 yr	2 yrs	3 yrs	4 yrs	5 yrs	6 yrs	7 yrs	8 yrs
		\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
Years of Service	Current Wage	Wage increases by years of service – First increase upon ratification, followed by 4 increases on each seniority anniversary date								
Less than 1 year	\$15.78	\$17.00	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
1-2 years	\$16.66		\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
2-3 years	\$17.53			\$19.50	\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
3-4 years	\$18.41				\$21.00	\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
4-5 years	\$19.28					\$22.50	\$24.00	\$26.00	\$28.00	Traditional wage
5-6 years	\$19.28						\$24.00	\$26.00	\$28.00	Traditional wage
6-7 years	\$19.28							\$26.00	\$28.00	Traditional wage
7-8 years	\$19.28								\$28.00	Traditional wage

Current employees will receive five wage increases during the term of the agreement as follows:

1. Upon ratification
2. Seniority anniversary date in 1st year of contract 2015-2016
3. Seniority anniversary date in 2nd year of contract 2016-2017
4. Seniority anniversary date in 3rd year of contract 2017-2018
5. Seniority anniversary date in 4th year of contract 2018-2019

In-progression members will receive significant wage increases during this contract.

Dues: A Constitutional Matter

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

Economic Gains for In-Progression Members

Current seniority	Current wage	Wage Increases over 4 years*	Estimated new money from wages over 4 years	Up-front lump-sum bonus	Wages + Bonuses
Less than 1 year	\$15.78	\$6.72	\$31,470	\$3,000	\$34,470
1-2 years	\$16.66	\$7.34	\$36,100	\$3,000	\$39,100
2-3 years	\$17.53	\$8.47	\$41,870	\$3,000	\$44,870
3-4 years	\$18.41	\$9.59	\$48,580	\$3,000	\$51,580
4-5 years	\$19.28	\$10.42 and up*	\$56,180	\$3,000	\$59,180
5-6 years	\$19.28	\$10.42 and up*	\$69,720	\$3,000	\$72,720
6-7 years	\$19.28	\$10.42 and up*	\$79,620	\$3,000	\$82,620
7-8 years	\$19.28	\$10.42 and up*	\$82,490	\$3,000	\$85,490

*Traditional production wage will vary by occupation and local agreement

Based on 2080 straight time hours

Profit Sharing Plan; Formula and Payout Distribution Method Improved

New Improved Formula

Profit Margin is one of the most important metrics that FCA utilizes to measure its financial performance and the company is poised to make significant increases in its North American profit margin levels over the next few years.

Therefore, it only makes sense to align our profit sharing plan with this

potential growth and truly share in the upside with the improved formula of \$800 per 1%.

Payouts Based on Uncapped Compensated Hours

The new formula will fund a profit sharing pool that will be distributed based on each member's compensated hours for the plan year. Payouts under

the new plan will no longer be capped at 1,850 compensated hours. In other words, we will return to a method where the more hours you work, the bigger your share of the profit sharing pool will be.

New Profit Sharing Formula

\$800 for every 1.0% in profit margin generated by the Company in North America*

*Once 2.0% margin is achieved

New Payment Distribution Method

Based on individual compensated hours, with NO 1,850 hours Cap on Payout

The new profit sharing plan will become effective 1/1/2016 (first payment in early 2017). The payout in early 2016 will be based on the current profit sharing plan from the 2011 agreement.

Language Won Concerning Dundee and Trenton Engine Plants

During this round of negotiations the union raised concerns to the company about locally enforced past practices and understandings that conflict with the National Agreement. After lengthy discussions at the bargaining table the parties agreed that all conflicting practices and agreements shall operate consistent with the 2015 National Agreement.

Services Provided by Walbridge

Bargainers addressed the issue of services currently being provided by Walbridge at the Trenton and Dundee Engine Plants. Walbridge's services will be limited to the maintenance associated with the building/facility and will not extend to maintenance on machinery and equipment used in the production process.

Sunday Double Time Clarification

Third shift members who begin a shift on Sunday and work into Monday will receive double time for hours worked on Sunday and straight time for hours worked on Monday. Furthermore, this understanding is not intended to circumvent existing local pay practices.

Additional Economic Gains

Quality Achievement Award

Your negotiating committee won payments of up to \$1,500 for each member based on the Quality Control Pillar Audit Score. Quality is a vital part of World Class Manufacturing, and we recognize significant efforts made by UAW members. The UAW has gained a commitment for a Quality Achievement Award payment based on the Quality Control (QC) audit score at their locations.

WCM Quality Control Pillar Audit Score	Quality Achievement Award Payment
1	\$0
2	\$500
3	\$750
4	\$1,000
5	\$1,500

WCM Award Increases

During the 2015 negotiations, the UAW gained an increase in the World Class Manufacturing Award. WCM award payments will be made to eligible employees assigned to those locations in the year in which they achieve Bronze, Silver, Gold or World Class status. These awards will be based upon the location of the WCM Audit Level. These payments will be made in accordance with the following table:

WCM Audit Level	WCM Award Payment
Bronze	\$1,000
Silver	\$2,000
Gold	\$3,000
World Class	\$5,000

One-Day Vacations Now Allowed

During bargaining, the UAW adamantly communicated its displeasure with the membership's inability to schedule earned vacation entitlement hours one day at a time. After much debate, the union was successful in securing contractual language that will allow all members to be able to schedule one day vacations.

Vacation Time-Off Clarification

In accordance with Letter (69) Plant Vacation Shutdown U.S. Plants, members will now be eligible to request additional time off without pay up to the number of hours that the member's vacation was reduced due to the observance of the vacation shutdown.

Payroll Visa Card Without Fees Now an Option

Members who do not subscribe to direct deposit will be issued a Prepaid Payroll Visa Card that does not incur fees.

Potential Financial Awards for Achieving J.D. Power Rankings

Members at locations that achieve one (1) or more J.D. Power IQS Rankings will receive an additional \$250 to \$500 payment toward their Quality Achievement Award amount according to their

most recent J.D. Power IQS thirty (30) days prior to 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.

J.D. Power Payout*	
<i>Assembly</i>	
JD Power IQS 2 nd Quartile or better	\$250
JD Power IQS "Top Ranked"	Additional \$250
<i>Stamping and Power Train</i>	
JD Power IQS Company Avg 2 nd Quartile or better	\$250
JD Power IQS Company Avg 1st Quartile	Additional \$250

Holiday Pay Eligibility Clarification

Stronger language was negotiated to clarify that disciplinary layoffs will not adversely impact an employee's holiday pay eligibility.

Call-in and Call-back Pay Increased

The negotiating team was successful in increasing Call-in and Call-back Pay to 50 percent (50%) of your normally scheduled shift, or four (4) hours whichever is greater. We also clarified that compensation will be at premium time on premium days.

Restoration of Historical Sunday Double-time Pay

The bargaining committee was successful in its fight to restore double-time pay for time worked on Sundays. Members will now be compensated double time for time worked on Sunday regardless of number of hours worked.

Vacation and Paid Absence Allowance Pay Requests Made Easier

Members can now conveniently request vacation pay and Paid Absence Allowance any time throughout the payment year by utilizing the Kiosk or Dashboard Anywhere.

Improved Language to Correct Pay Shortages

Pay shortages of four (4) hours or more will be processed by corporate payroll services via the 24-hour pay shortage process. This includes shortages related to Paid Absence Allowance (PAA), holidays, jury duty, short-term military duty, bereavement pay, etc.

Holidays

Monday after Easter brought back as a holiday, and the UAW will now honor our nation's veterans on Veterans Day as observed nationally

Your bargaining committee worked hard to restore a key holiday that creates a potential four-day holiday weekend for the Easter celebration, with the Monday after Easter off. Bargainers also won the observance of the day we honor our nation's veterans, who have put their lives on the line for their country, on the day of national observance for Veterans Day. When Veterans Day falls on a Saturday, the holiday will be observed the Friday before. When it falls on a Sunday, the holiday will be observed on Monday. In all, UAW members will have 64 holidays to celebrate with family and friends over the life of this tentative agreement.

2015-2016

Nov. 11, 2015	Veterans Day
Nov. 26, 2015	Thanksgiving
Nov. 27, 2015	Day after Thanksgiving
Dec. 24, 2015	Christmas Holiday Period
Dec. 25, 2015	
Dec. 28, 2015	
Dec. 29, 2015	
Dec. 30, 2015	
Dec. 31, 2015	
Jan. 1, 2016	
Jan. 18, 2016	Martin Luther King Jr. Day
Mar. 25, 2016	Good Friday
Mar. 28, 2016	Day after Easter
May 30, 2016	Memorial Day
July 4, 2016	Independence Day
Sept. 5, 2016	Labor Day

2016-2017

Nov. 8, 2016	Federal Election Day
Nov. 11, 2016	Veterans Day
Nov. 24, 2016	Thanksgiving
Nov. 25, 2016	Day after Thanksgiving
Dec. 26, 2016	Christmas Holiday Period
Dec. 27, 2016	
Dec. 28, 2016	
Dec. 29, 2016	
Dec. 30, 2016	
Jan. 2, 2017	
Jan. 16, 2017	Martin Luther King Jr. Day
April 14, 2017	Good Friday
April 17, 2017	Day after Easter
May 29, 2017	Memorial Day
July 4, 2017	Independence Day
Sept. 4, 2017	Labor Day

2017-2018

Nov. 10, 2017	Veterans Day (Observed)
Nov. 23, 2017	Thanksgiving
Nov. 24, 2017	Day after Thanksgiving
Dec. 25, 2017	Christmas Holiday Period
Dec. 26, 2017	
Dec. 27, 2017	
Dec. 28, 2017	
Dec. 29, 2017	
Jan. 1, 2018	
Jan. 15, 2018	Martin Luther King Jr. Day
Mar. 30, 2018	Good Friday
April 2, 2018	Day after Easter
May 28, 2018	Memorial Day
July 4, 2018	Independence Day
Sept. 3, 2018	Labor Day

2018-2019

Nov. 6, 2018	Federal Election Day
Nov. 12, 2018	Veterans Day (Observed)
Nov. 22, 2018	Thanksgiving
Nov. 23, 2018	Day after Thanksgiving
Dec. 24, 2018	Christmas Holiday Period
Dec. 25, 2018	
Dec. 26, 2018	
Dec. 27, 2018	
Dec. 28, 2018	
Dec. 31, 2018	
Jan. 1, 2019	
Jan. 21, 2019	Martin Luther King Jr. Day
April 19, 2019	Good Friday
April 22, 2019	Day after Easter
May 27, 2019	Memorial Day
July 4, 2019	Independence Day
Sept. 2, 2019	Labor Day

Product Allocation and Sourcing

Plant	Product
Assembly Division	Potential total investment of \$3.4B
Belvidere Assembly	- Product allocation and work retention - Current products and platform build out in 2016 - Existing product loading in 2016 planned through the life of this agreement - Potential workforce increase of 585
Connor Assembly	- Product allocation and work retention - Current product build out in 2017 - No future product has yet been identified beyond the product life cycle
Jefferson Assembly	- Product allocation and work retention - Current products continue through the product life cycle - Current workforce retained
Toledo Assembly Complex (Combined)	Current workforce, including positions associated with Kuka and Mobis, retained. No impact to current Complex employment levels.
Toledo North Assembly Plant	- Product allocation and work retention - Current product build out in 2016 - New product loading 2017 planned through the product life cycle
Toledo Supplier Park Assembly Plant	- Product allocation and work retention - Current product build out in 2016 - New product loading 2018 planned through the product life cycle
Sterling Heights Assembly Plant	- Production allocation and work retention - Current product build out in 2016 - New product loading 2018 planned through the life of this agreement - Potential workforce increase of 1,751
Warren Truck Assembly Plant	- Product allocation and work retention - Current product build out in 2017 - New product loading in 2019 planned through the product life cycle - Potential workforce reduction of 2,406
Powertrain	Potential total investment of \$1.5B
Dundee Engine Plant	- Product allocation and work retention - Current production to continue through product life cycle - Launch new engine - Current workforce to be retained
Mack Avenue Engine Plant	- Product allocation and work retention - Continue production of engines through product life cycle

Product Allocation and Sourcing

Mack Avenue Engine Plant (Continued)	• Current workforce retained
Trenton North Engine Plant	• Production allocation and work retention ○ Continue production of current engines through product life cycle ○ Continued production of engine blocks through product life cycle ○ Launch new engine • Current workforce retained
Trenton South Engine Plant	• Product allocation and work retention ○ Continue production of current engine through product life cycle ○ Production of new upgrade engine through product life cycle • Current workforce retained
Toledo Machine Plant	• Product allocation and work retention ○ Capacity Expansion for Torque Converter (8-speed) ○ Capacity Expansion for Torque Converter (9-speed) • Current workforce retained; net zero with steering column product deduction
Kokomo Casting Plant	• Product allocation and work retention ○ Capacity expansion for transmission castings ○ Conversion of 8-speed from Gen1 to Gen2 ○ New product introduction of transmission castings ○ Die refurbishment included for all existing products • Current workforce retained; net zero with legacy product reduction/new product addition
Kokomo Transmission Plant	• Product allocation and work retention ○ Capacity expansion for 9-speed Transmission Machining and Adaptation for new vehicle models ○ Capacity expansion for 8-speed Transmission Machining and Assembly ○ Conversion of 8-speed from Gen 1 to Gen2 ○ New product introduction of Transmission Machining ○ New product introduction of PenaStar Upgrade Block Cubing

Product Allocation and Sourcing

Kokomo Transmission Plant (Continued)	• Current workforce retained; net zero with legacy product deduction
Indiana Transmission Plant I	• Product allocation and work retention ○ Capacity expansion for 9-speed Transmission Machining and Adaptation for new vehicle models ○ New product introduction of Gear Machining • Potential workforce increase of 220
Indiana Transmission Plant II	• Product allocation and work retention ○ Capacity expansion for 8-speed Transmission Gears • Potential manpower reduction of 450 due to legacy product build out
Tipton Transmission Plant	• Product allocation and work retention ○ Capacity expansion for 9-Speed Transmission Assembly and Adaptation for new vehicle models ○ New product introduction of Transmission Assembly • Potential workforce increase of 403
Stamping	Potential total investment of \$315M
Sterling Stamping	• Product allocation and work retention ○ Increased capital investment ○ Continued machinery upgrade and rehab • Current manpower retained
Warren Stamping	• Product allocation and work retention ○ Increased capital investment ○ Continued machinery upgrade and rehab • Current workforce retained
Mopar Parts Distribution Center Operations	Estimated investment of \$34M
Fiat Chrysler Auto Transport (FCAT) Operations	• Estimated investment of \$2M

Product Allocation and Sourcing

Bargaining Committee Wins \$5.3 Billion in New Investment Commitment Over the Life of the Contract

During negotiations, FCA committed to the UAW approximately \$5.3 billion in investments designed to ensure optimal utilization of all of the company's U.S. facilities and provide job growth. The investments are contingent on consumer demand and the company's ability to generate sustainable and profitable vehicle volumes for all U.S. facilities. The investment commitments are:

- Assembly Division: \$3.4 billion.
- Powertrain Division: \$1.5 billion.
- Stamping Division: \$315 million.

- Mopar Parts Distribution Center Operations: \$34 million.

Sourcing Conference Creates New Opportunities to Grow Membership

Negotiators won new language establishing an annual Sourcing Conference to provide continuous education opportunities for members on building successful business cases. The scope of the conference makes it a proactive approach to growing and educating our membership.

Moratorium on Outsourcing Won by Your Bargaining Committee

The UAW and FCA discussed the importance of job security as it relates to work and investment commitments. As a

result, a sourcing moratorium, including agreed upon core and processed work, will be in effect throughout the 2015 Collective Bargaining Agreement.

Supplier Relations Commitment Affirmed

The Supplier Relations Letter commits to fostering a culture of collaboration between Purchasing and the UAW which will drive accountability and results. It enables the UAW to continue to focus on retaining and expanding supplier membership through strategic partnership initiatives.

AWS Improvements

During the 2015 contract talks, there was extensive debate surrounding the current terms and usage of Alternative Work Schedules. The union adamantly communicated the membership's concerns relative to various hardships and financial disenfranchisement created by such schedules. The parties agreed to delete Letter 240 (Flexible Operating Procedures) and address various concerns raised by the membership.

Your union raised concerns that many members were being forced to work less than ideal work schedules when there were other alternative work schedules that could be implemented that would cause less membership hardship, while still satisfying customer demand. Your bargaining committee secured language that will allow the parties to create, discuss and implement alternative work schedules that are more palatable for the membership.

Accordingly, within sixty (60) days of ratification, the parties will identify and establish dates to meet with the national and local UAW leadership at those facilities where the union expressed

concern to further discuss the business rationale for determining short, medium and long-range volume decisions, as well as the opportunity to consider other alternative work schedules.

Your union also communicated your discontent with the fact that Alternative Work Schedules were being mandated in locations where such schedules were no longer needed. Bargainers also were successful in securing language that allows the union to request meetings with the company to communicate its desire to end an Alternative Work Schedule.

Holiday Schedule Adjustments

The union raised a concern regarding members being required to work regularly scheduled work days on a Saturday following a Friday holiday, which inhibits members on alternative work schedules from having two consecutive days off. The parties will meet to discuss alternatives to address these situations based on the contractual holiday schedule.

4x10 Alternative Work Schedule Improved

During bargaining, the union raised concerns about members on 4x10 Alternative Work Schedules being forced to work multiple, consecutive Fridays. After much debate, your bargaining committee was successful in securing language that limits the number of consecutive Fridays that members can be required to work.

3/2/120 Alternative Work Schedule Pay Improved

Your negotiating committee raised concerns with the company about 3/2/120 Alternative Work Schedule members being paid straight time for Saturday work. The committee won agreement from the company that 3/2/120 Alternative Work Schedule employees who are regularly scheduled to work Saturdays will be paid time and one quarter.

Attendance Procedure

The union was successful in separating the absences and tardy occurrences. Negotiations resulted in the elimination of the 24-month lock period and the job posting restriction.

In the past, members were disadvantaged when their current spouse and/or dependent children had medical issues. In the new proposed agreement occurrences for short-term absences due to outpatient surgery, medical procedures, and conditions that require emergency room service for serious and uncontrollable circumstances are now covered if satisfactory evidence is provided.

Members will no longer be subject to progressive discipline until after they have accumulated more than two (2) occurrences in any rolling 12-month period of active on-roll employment. Discipline not issued within 14 days of the occurrence will be void.

In the new proposed agreement, occurrences twelve (12) months or older will be removed from members' records. And, members' most recent occurrence will be modified to a non-counter within 45 days of ratification of this proposed agreement. Members currently in steps 1 through

4 of the old attendance procedure will start the new agreement with zero occurrences. Those members at step 5 of the old procedure will be rolled back to the 3rd absence. Members at step 6 of the old procedure will be rolled back to the 4th absence.

Progressive Discipline Guidelines

No. of Absences	Progressive Discipline
1st Absence	Verbal Warning
2nd Absence	Written Warning
3rd Absence	Written Warning with Counseling
4th Absence	3-Day Disciplinary Layoff
5th Absence	30-Day Disciplinary Layoff
6th Absence	Discharge

PAA Utilization

The company and union discussed implementing a process that allows members to utilize PAA time in situations that would normally result in an occurrence in the attendance procedure. As a result, members will now be allowed to use up to 40 hours of PAA allotment to cover absences provided the request is made 30 minutes or more prior to the start of their shift.

Good Record Criteria

The parties agreed to a process that allows members with a good record to receive an excused absence in situations that would normally result in an occurrence in the attendance procedure. As a result, members will be allowed one excused absence in a rolling 12 month on-roll period to cover an absence.

Tardy Occurrences

Members with more than 2 tardies in a rolling 12-month period of active on-roll employment will follow the Progressive Discipline Guidelines chart with the understanding that occurrences will be assessed separately from absences.

PAA Utilization and Good Record Criteria

- Employee has a minimum of one (1) year of on-roll employment.
- Has not been issued discipline for an occurrence under the Memorandum of Understanding-Absenteeism within the last twelve (12) months of on-roll employment.
- Has had no more than two (2) sick leaves per year in the last three (3) years.
- The day of absence is not the last scheduled work day prior to, or the first scheduled work day after, a contractual holiday or scheduled layoff/shutdown.
- There was no adverse effect to production or related operations due to the collective level of unplanned absences. Work days that have historically demonstrated high absenteeism will be pre-determined at the local level (e.g. Monday after the Super Bowl, Halloween, March Madness Tournament).

Benefits

Health Care

Your bargaining team understands the importance of having good health care benefits and was successful in maintaining high-level health care benefits that our membership deserves. Emergency room copay of \$100 and an urgent care copay of \$50 have been added to the In-Progression benefit plan. These copays were added to the Traditional benefits in 2011. The emergency room copay is waived if the patient is admitted.

The health care benefits remain at a high level with a benefit design that exceeds the national average of health care benefits sponsored by large employers. On average, American workers who are employed by large employers pay a premium share of approximately 18% for single coverage and 25% for family coverage. This would result in a premium of approximately \$1,648 annually for single coverage and \$5,388 for family coverage for our members. The ability to keep our benefits without the premium share keeps wages in our members' pockets.

In addition to premium share, there is cost sharing associated with health care coverage. These costs are commonly referred to as a plan's actuarial value. The actuarial value provides an estimation of what an insurance plan pays for health care benefits during the year and what the insured person pays for the benefits during the year. We have been able to maintain health care coverage with actuarial values above the national averages.

Vision and Dental Improvement for In-Progression Employees

Your bargaining team was successful in gaining increases in the In-Progression dental and vision benefits. In-Progression members will now be entitled to annual routine oral exams and cleanings after acquiring one

year of seniority. Full dental coverage eligibility continues to be three years. Also, In-Progression members will be eligible for a vision exam every 24 months after attaining seniority. This provides for an additional vision exam before attaining full vision coverage.

Excise Tax Implications

The parties also discussed the excise tax imposed under the Affordable Care Act on high-cost, employer sponsored health care plans. In the case where a plan is expected to be impacted by this tax, the company and the UAW will discuss changes to the health care plan to bring the cost under the tax threshold, similar to the process identified in the existing C-14 letter. If the health care plan will be subject to the tax, members in the plan can only be subject to a maximum deductible of \$400 for single coverage and \$800 for family coverage, if they voluntarily elect to remain in that plan.

Lasik Surgery Coverage Added

In a continuous effort to enhance negotiated health care benefits for our members, there will now be a \$295 contribution made for the cost of Lasik vision surgery.

Disability/Life Insurance Improvements

The UAW bargaining committee understands the importance of financial security for members and their families. Bargainers negotiated gains in optional group life insurance plans for active UAW members that will result in premium decreases through 2019.

Coverage limits have been enhanced for optional life insurance. The member's coverage amount, without providing evidence of insurability, has increased to \$200,000. In addition, the level of dependent coverage for eligible spouses will increase from \$40,000 to \$100,000, and from \$40,000 to

\$80,000 for eligible children, without evidence of insurability. There will now be a noticeable separation in coverage between spouse and children for optional coverage for dependent group life insurance.

Legal Services Plan Benefits are Back

Your bargaining committee succeeded in negotiating a new Taft-Hartley plan jointly administered by union and company plan trustees. The benefit will start immediately upon regulatory approvals.

Eligible participants include all UAW active members, retirees and surviving spouses.

The company's annual funding obligation will be \$2.2 million. Benefits covered under the new plan include a variety of legal services handled as "office benefits" (meaning no court appearances) such as preparing wills and handling residential real estate matters including deed filings, credit reporting, uncontested legal matters, document preparation. In addition, the plan covers assistance with filing for Social Security Disability benefits. The Social Security Disability program has been expanded to include UAW-represented retirees.

SUB Benefit Improvements

Your bargaining team was successful in improving SUB benefits. The company has agreed to pay the full SUB benefits provided under the plan, even if they exceed the cap limits. The Short Work Week benefits have been improved. Seniority members will be entitled to the Short Work Week benefit if they work in a manufacturing facility in a 3/2/120 or Four Day Work Week Flexible Operating Program, and such facility is impacted by qualifying lost time from short shifting due to a part shortage, a supplier issue or mechanical breakdown.

The Short Work Week Benefit has also been enhanced to provide

Benefits

for special severe weather benefit. Consideration associated with Short Work Week benefits will take effect on any day and shift for which plant management gives notification by public announcement, or other method, of a shutdown of operations due to severe weather prior to the start of such shift. Such consideration will only apply to employees working or scheduled to work on the shift/crew and on the date at

the specific location that has been shut down due to severe weather conditions. This agreement will not apply to facilities that may be in the same general vicinity, but have not canceled operations.

Other SUB benefit improvements, including Non-Qualified/Non-Counter Layoffs, will not count toward credits used for non-volume related layoffs such as reallocation of product, transfer of

operations, sourcing of work or product or closed plant status.

Every member who has used SUB credits will have those credits regenerated under the new agreement.

Equal Treatment for All

During this round of bargaining the union expressed the importance of maintaining and strengthening policies that ensure the equal treatment of all employees. The union secured language that ensures that employees are not discriminated against because of their gender identity, expression or preference.

Duration and Ratification

These proposed changes in the proposed agreement will not take effect until the tentative agreement is ratified by a majority of our respective membership, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and will expire Sept. 14, 2019.

Rideshare Program

The union and FCA agree that helping employees find ride-sharing opportunities will enhance the quality of life for our members. Promoting and providing information on rideshare transportation services will help reduce commuter stress and expense, alleviate parking congestion, and promote fuel conservation measures.



Skilled Trades

Seven Day Operations Pay Options Expanded

Your UAW bargaining team fought for improved language for our Seven Day Operations. This includes double time pay for holidays worked and the

ability to convert the holiday pay to their PAA allowance. This language will eliminate the disparity between our Seven Day Operators and other members.

During 2015 negotiations the merits

of using additional classifications to more effectively align the skills of our workforce were addressed. Upon contract ratification, skilled employees will be assigned to one of three work groups and into one of 10 classifications.

Skilled Trades

SKILLED TRADES CLASSIFICATION STRUCTURE

9/22/2015

Electrical Work Group				Mechanical Work Group				Tool & Die Work Group					
TRAIN UP TO A LEVEL 3 WITHIN WORK GROUP				TRAIN UP TO A LEVEL 3 WITHIN WORK GROUP				TRAIN UP TO LEVEL 3 WITHIN WORK GROUP					
Electrician	Repairer Welder Equipment ₁	Pipefitter	Millwright	Machine Repair	Tool Maker	CNC	CMM ₃	Die Maker	Die Welder ₂				
Electrician	Repairer Welder Equipment	Pipefitter	Millwright	Machine Repair	Tool Maker	CNC Machining Technician	Layout Inspector	Die Maker	Welder - Tool & Die				
Repairer Welder Equipment		Pipefitter – Plumber	Sheet Metal Worker		Tool Maker - Jig & Fixture Builder	Keller Machine Operator	Layout Metal & Wood	Die Maker - Die Cast					
		Pipefitter / Spray Gun Repair	Millwright / Welder				Inspector Layout & Sample Check*						
			Welder Maintenance				Tool Maker - Tool & Gauge Inspection						
Eliminated / Protected Classification Alignment													
Recording Instrument Maint. & Repair		Repairer - Portable Pneumatic Tools	Carpenter / Painter		Tool / Fixture Repair Tech	Inspector Form Cutters		Pattern Maker - Wood					
		HVAC	Carpenter		Grinder - Cutter	Pattern Maker Wood							
			Painter & Glazier Maintenance		Cutter Grinder	Saw-Do-All Tool Room Only							
			Mechanic - Trailer Repair		Inspector Gauge Surveillance	Pattern Repairer Foundry Patterns							
			Brickmason & Cement Finisher		Grinder - Tool Room								
			Crane Operator - Locomotive		Tool & Cutter Grinder								
			Furnace Repair		Machine Operator - Tool, Die & Maint.								
Stand Alone Classifications													
Boiler Repair	Repair - Compressor	Compressor Operator	Engineer - Steam	Boiler Operator	Sewage Disposal Plant Operator	Energy Center Operator	Mechanic - Diesel - Truck - Tractor	Mechanic - Gas & Electric Jitney	Powerhouse & Maintenance	Mechanic - Refrigeration & A/C (CTC Only)			

Employee's remaining in these Classifications (placed prior to 1/1/12) require no additional STR Training and will not combine with any overtime Equalization Group.

Train to Level 4 consistent with WCM Principles within specific trade.

Train to Level 4 consistent with WCM Principles within specific trade.

Employee's remaining in these Classifications (placed prior to 1/1/12) require no additional STR Training and will not combine with any overtime Equalization Group.

- 1 - Welder Repair Classification will apply to FCA US LLC Stamping Plants only, attritional openings will be filled by the electrician base trade.
- 2 - A limited number of Die Makers may be trained up to a level 4 in Die Welding. The Local Parties will submit recommendations to the National Parties for review and concurrence.
- 3 - CMM attritional openings will be filled by candidates with a Tool Maker or Die Maker base trade.

Skilled Trades

Skilled Trades Award Payments Won

The UAW won significant payment awards for skilled trades. The UAW-represented skilled workforce is recognized as making significant contributions toward the company's competitiveness. The UAW has gained a commitment for a Skilled Trades Award payment based on Professional Maintenance (PM) audit scores at their locations.

Professional Maintenance (PM) Audit Score	Skilled Trades
1	\$0
2	\$500
3	\$750
4	\$1,000
5	\$1,500

Improved Full Utilization Language

Letter 209 "Full Utilization of Skilled Trades" was strengthened by adding language that was deleted during 2011 negotiations. The bargaining committee also added new language to address the issue of using skilled trades employees who are assigned to an Alternative Work Schedule work pattern. These additions state that, "the following additional considerations may also bear on the definition of full utilization," and also that "the parties agreed the definition of full utilization may not necessarily be limited to skilled trades employees working five (5) days per week, eight (8) hours per day but is not necessarily seven (7) days per week, twelve (12) hours per day but may extend to daily, weekend and other overtime periods, when outside contractors are on the plant premises and are performing work customarily and historically performed by UAW bargaining unit personnel."

Apprentices Will Be Added During the Term of the Agreement

During 2015 negotiations, your bargaining committee won agreement from the company that it will place approximately 150 apprentices during 2016. Also, during each subsequent year of the agreement, the company will similarly provide continued growth of the apprentice program.

The FCA-UAW National Apprentice Committee will review apprentice placement opportunities annually and make adjustments in recognition of skilled trade's needs, business conditions and the operational ability to accommodate the growing number of apprentices.

Also addressed by the negotiating teams was an improvement to Section 19; Related Training of the Provisions Pertaining to Apprentices. Currently when apprentices attend class during their normally scheduled shift, the hours are not considered as compensated hours in the calculation of overtime. Your negotiating team was successful in changing the language so that time spent in school during the week's regularly scheduled work hours will be considered as compensated hours in the calculation of overtime pay, when the employee works the sixth or seventh day of the work week and has not experienced lost time.

On a daily basis, when an apprentice works and also attends related training during working hours, the combined hours will be utilized up to 40, to ensure that he/she is not disadvantaged for overtime purposes.

Outside Contracting Language Improved

Improvements to Letters 34 and 50 were gained to further assist the union in keeping work in-house. Regarding Letter 34, union negotiators raised concerns regarding the importance of maintaining and providing sufficiently

operable equipment and machinery so the skilled trades workforce can perform their jobs with maximum efficiency while promoting job security. Also, the period of days a contractor has to start a project was reduced from 35 to 30.

Letter 50, Outside Contracting Review Team, was improved with the goal of ensuring compliance of the advance notification provisions of any work the company intends to contract out. It requires the Skilled Trades Committeeperson and maintenance manager at each location to jointly report on the compliance status of the Outside Contract Review process at the Local World Class Participation Meetings (LWCP). Additionally, the Employee Relations Department and the International Union, UAW, will communicate the requirements regarding the Outside Contracting Review Team by the end of the first quarter of 2016.

Improved "Special Provisions Pertaining to Skilled Trades Employees" Language

Regarding Section 3, language was added regarding eligible seniority skilled trades employees who are laid off and assigned to such a J-1 status. Those employees may, prior to obtaining exercisable seniority in their current classification, request a transfer back to their former skilled trades classification, provided that an open position in that member's former skilled trades classification exists at that member's current work or home location from which they were most recently transferred. Other requirements include:

- The skilled trades opening is in a base and non-eliminated skilled trades classification.
- There are no seniority employees in that trade currently on layoff.
- There are no other employees with superseding contractual rights to that open position.
- The transferring employee has sufficient skills to perform the duties of

Skilled Trades

the open position.

- Local management and corporate Employee Relations approve the transfer.

- Such transfer does not adversely affect the efficient operations in any of the affected work areas.

Broken or Damaged Tools Language Improved

The negotiating team was successful in improving the language regarding the replacement of personal tools of skilled trades members that are broken or damaged on the job. The

maximum amount expended for the repair or replacement of any one tool was increased from \$350 to \$450. Also, the procedure for replacement of broken or damaged tools was improved. The Maintenance Center Manager (or designee) will be responsible for addressing such issues.

Health and Safety

Working Alone Procedures Enhanced

Significant improvements were incorporated into the language on working alone. New language will require the company to provide written procedures for situations where someone is concerned about their safety when working alone. If written procedures are not currently available, joint leadership will determine the appropriate safety measures to implement until procedures have been completed.

Fall Protection Process Improved

Given the fact that falls continue to be one of the leading causes of workplace fatalities, your negotiating team worked with the Company to draft new language regarding the implementation of a comprehensive managed fall protection program. This new language would require each location to conduct a fall hazard survey for every activity where a worker may be exposed to a fall hazard. Once the survey is completed, the identified activities will have fall protection procedures put in place.

Joint Review of Company Policies Established

Updated language regarding company safety policies will require a joint review of any proposed changes to any policy. The most significant component of the language would require this review to take place prior to policy implemen-

tation. The gain for our members is preventing the company from reducing workplace safety and health protections through policy changes.

Emergency Response Teams

The UAW and the company discussed new language regarding Emergency Response Teams. Upon ratification, each facility will select volunteers willing to take an active role in responding to workplace emergencies. Corporate Medical Operations and Corporate Security Services will train team members so they'll have a better understanding of the potential emergencies that can impact the workplace and can take the right steps to lessen the effects of these emergencies. If an incident occurs, team members can apply the training learned in the classroom and during exercises to give critical support to co-workers in their immediate area until help arrives. When help does arrive, they can provide useful information to responders and support their efforts, as directed, at the incident site.

Health and Safety Review Boards

Your bargaining team discussed communication as an important part of an effective health and safety program. The team identified three review boards critical in improving the communication process. There is a board at each plant level to address local safety issues, a board at each division level to address

unresolved issues from the plant level, and one special board to address serious injuries and fatalities. The individuals identified as part of these boards bring a broad range of expertise and experience to assist with identifying hazards and finding solutions. The improved communication will reduce accidents, benefit production and contribute to the sense of teamwork in our facilities.

Ergonomics Process Improved

Members expressed concerns regarding continuous modifications to workstation procedures affecting ergonomics and union negotiators were listening. With ratification of this agreement, your ergonomics team will now have the opportunity to review workstation changes prior to implementation. This review process will give your team the ability to work with engineers and jointly address potential ergonomic risks before an injury occurs.

Alternate Health and Safety Representative

Bargainers recognized the importance of having your UAW health and safety representative on the job for your protection. Your bargaining committee won agreement from the company to allow the alternate health and safety representative to fill in for the safety representative after just one day of absence. This is a significant improvement to the previous agreement that required a full week of absence

Health and Safety

before allowing the replacement.

Specialized Safety Training Enhanced

Training was once again a priority during negotiations. Due to constant changes in our industry, specialized training is required to stay current with

the latest developments, skills and new technologies. Specialized training is a way for your safety representatives to keep abreast of their fields. With the new contract provisions, your appointed safety representatives will receive specialized training in Safety,

Ergonomics and Industrial Hygiene to better prepare them to address workplace safety conditions.

Work/Family

Overtime Improvements

Your bargaining committee raised concerns about the overused plant “exception” at the Dundee Engine Plant.

During the 2015 negotiations, the parties discussed the application of (M-02) Memorandum of Understanding on Overtime at the Dundee Engine Plant. Given the strong market demand for the engines produced at the plant, it has been operating at a “critical plant exception” since the effective date of the 2011 Production Parts and Maintenance Agreement.

The parties agreed that thoroughly investigating all possible operating alternatives that would enable the plant to remove the (M-02) exception would be mutually beneficial. Within 90 days of the effective date of the 2015 Production Parts and Maintenance Agreement, a plan will be developed with the national union with the dual objective of protecting the plants volume requirements and minimizing the forced overtime above contractual allowances.

The parties agreed that after the 90-day period, any continuing exception to the (M-02) will be by mutual agreement between national parties, which will be guided by the dual objectives.

Improving Member Health Through New Wellness Program

The health care of our membership is always a priority. Your bargaining

committee negotiated the introduction of a new Wellness Program that will be piloted to provide members with a foundation for better health. The introduction of a new Wellness Program will give members an opportunity to have better managed care and more resources to manage chronic conditions.

Reinstatement of Chrysler Scholarship Program for Dependent Children

In order to advance our children’s opportunities in today’s competitive job market, it’s our duty to assure higher education is made affordable to all students. During these negotiations the UAW-Chrysler NTC Scholarship Program for Dependent Children was successfully reinstated for active UAW-represented FCA members. The annual amount will be up to \$1,500 per eligible dependent.

Alternates Established for EAP Representatives

Significant improvements to EAP services were gained in the 2015 negotiations. The UAW will continue to provide a high level of quality assistance to our members. To support and serve our members, the Vice President and Director of the UAW Chrysler Department will appoint an alternate EAP Representative in each facility to perform the duties of the full-time EAP Representative in their absence.

Modified Enhanced Relocation Allowance Plan Amounts Increased

Your negotiating team secured new language that will provide an additional \$20,000 to indefinitely laid-off employees transferred involuntarily to an out of labor market area placement under the provisions of Letter 247 Placement and Workforce Utilization. Members will now receive up to a maximum of \$50,000, of which \$10,000 will be provided as a signing bonus for miscellaneous up-front expenses. An additional \$20,000 will be paid to the member at the new location, with the possibility of another \$10,000 after one year, and an additional \$10,000 after the second year.

Letter to Address Job Offer Out of Labor Market Placement

The Chrysler bargaining committee wanted to address concerns raised relative to a new side letter on U.S. Investment regarding positions which might be not be retained in several labor market areas during the term of the agreement. Both parties agree that hourly employees displaced during these loading actions will not be forced outside of the labor market area. The union will work with the company on creative solutions to address the short-term and long-term placement of these individuals in work opportunities including the displacement of temporary employees or voluntary out of labor market elections or other actions that might be identified.

Parts Distribution Centers and Axle Operations

Mopar

Current in-progression members at MOPAR will now have the same path to traditional wages as other in-progression members. This is a significant improvement that will provide gains ranging from \$31,000 for the least senior members to \$82,000 for the most senior in-progression members at MOPAR over the next four years. To address the future competitiveness of the MOPAR division, future in-progression members will be covered by a different wage progression. The progression starts at \$17 and has a top rate of \$25.00 that is reached after 8 years.

Wage Growth and Promotion Opportunities Expanded for Production Transfers and Temporary Employees

Your bargaining committee discussed at length the importance of a career path with advancement opportunities for production members and negotiated positive wage growth for members who transfer to other facilities.

This career path will allow production seniority members to transfer to higher wage groups and for temporary members to become full-time members within their current labor market area.

A production worker who has been at their current location for at least a year may now request to be considered for advancement and higher wages. Full-time manufacturing openings will be staffed first by full-time seniority employees from Parts Distribution Center & Axle operations, then by temporary employees in that location.

Understanding Regarding Marysville Axle

Traditional and skilled trades members at MAP will receive an incentivized retirement option, along with a canvas to determine interest in being placed in another FCA US LLC facility in the Detroit labor market. Further, those placed by this canvas would be afforded their MAP seniority at their new location. A lump sum of \$25K will be offered to members hired prior to Oct. 29, 2007, who are eligible to retire at member option by Dec. 31, 2015. In-progression members will receive 3% upfront and annual general wage increases.

Honoring Our UAW Veterans

Short-Term Military Duty

UAW members who serve in the armed forces and work an alternative work schedule will now be paid for their normally scheduled work day (Saturday and Sunday). Those on short-term active military duty will now be compensated for up to thirty (30) scheduled working days in cases of a public emergency. This is an increase of fifteen (15) days from the previous agreement.

should not be adversely affected while serving our country. To this end, we negotiated language that ensures that a member who enters into or returns to work in a U.S. plant from military service, and would have at least one year of seniority on May 1 of the vacation eligibility year in which their military service begins or ends, will receive credit for each pay period they would have otherwise been at work.

Armed Services Vacation Eligibility

The union recognizes and appreciates our members who serve in the armed forces, and it is our belief that they

Preferential Hiring

Your negotiating team was able to obtain a commitment from the company to give our veterans preferential hiring opportunities.

Third-Party Suppliers

The bargaining committee raised concerns with the company about services provided by third-party suppliers at the Trenton and Dundee Engine plants that are currently being provided by FCA employees in other company facilities.

Negotiators successfully obtained a company agreement to in-source specific third-party work to FCA employees upon expiration of the applicable commercial agreement, and to in-source specific work before contract expiration if no operational or financial barriers were present.

UAW FCA Hourly Report

This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

Retirement/401(k) Improvements

Retirement Improvements; 401(k) Company Contribution Increased to 6.4%

Your bargaining committee was successful in gaining a significant improvement in the company contribution to the 401(k) for our members who currently have a 4% contri-

bution rate. Beginning with the new agreement, all employees whose company contribution is at 4% will now be increased to 6.4%. An example of this improvement, based on a 40-hour workweek can be found on the table below.

In addition to the increase in the contribution, your negotiators were

successful in getting relief for members who have not been able to get a loan under the plan, because they had defaulted on a previous loan. Under the new agreement, those members will again be eligible for loans under the terms of the loan provisions of the 401(k) plan.

Wage Rate Per Hour	Annual Contributon @ 4% based on 40 hours	Annual Contribution @ 6.4% based on 40 hours	Annual Increase in Company 401(k) Contribution	Increase in Company Contribution over Life of Agreement	Total Annual 401(k) Contribution including \$1 in lieu of Health Care Contribution
\$17.00	\$1,414.40	\$2,263.04	\$848.64	\$3394.56	\$4,343.04
\$18.00	\$1,497.60	\$2,396.16	\$898.56	\$3,594.24	\$4,476.16
\$19.00	\$1,580.80	\$2,529.28	\$948.48	\$3,793.92	\$4,609.28
\$20.00	\$1,664.00	\$2,662.40	\$998.40	\$3,993.60	\$4,742.40
\$21.00	\$1,747.20	\$2,795.52	\$1,048.32	\$4,193.28	\$4,875.52
\$22.00	\$1,830.40	\$2,928.64	\$1,098.24	\$4,392.96	\$5,008.64
\$23.00	\$1,913.60	\$3,061.76	\$1,148.16	\$4,592.64	\$5,141.76
\$24.00	\$1,996.80	\$3,194.88	\$1,198.08	\$4,792.32	\$5,274.88
\$25.00	\$2,080.00	\$3,328.00	\$1,248.00	\$4,992.00	\$5,408.00
\$26.00	\$2,163.20	\$3,461.12	\$1,297.92	\$5,191.68	\$5,541.12
\$27.00	\$2,246.40	\$3,594.24	\$1,347.84	\$5,391.36	\$5,674.24
\$28.00	\$2,329.60	\$3,727.36	\$1,397.76	\$5,591.04	\$5,807.36
\$29.00	\$2,412.80	\$3,860.48	\$1,447.68	\$5,790.72	\$5,940.48
\$30.00	\$2,496.00	\$3,993.60	\$1,497.60	\$5,990.40	\$6,073.60
\$31.00	\$2,579.20	\$4,126.72	\$1,547.52	\$6,190.08	\$6,206.72
\$32.00	\$2,662.40	\$4,259.84	\$1,597.44	\$6,389.76	\$6,339.84
\$33.00	\$2,745.60	\$4,392.96	\$1,647.36	\$6,589.44	\$6,472.96
\$34.00	\$2,828.80	\$4,526.08	\$1,697.28	\$6,789.12	\$6,606.08
\$35.00	2,912.00	\$4,659.20	\$1,747.20	\$6,988.80	\$6,739.20

UAW Secures Pension Benefit Restoration and Protections

In 2006, Congress passed the Pension Protection Act (PPA), which imposed several regulatory burdens and requirements on defined benefit pension plans, including the FCA US LLC-UAW Pension Plan. Among the PPA's significant burdens was a requirement that pension plans adopt language providing for the suspension of certain pension benefit payments or pension benefit accruals should the plan's funding level fall below certain thresholds. Hardly protecting workers' pensions, the PPA further provides that employers are not required to restore lost benefit accruals or make pensioners whole for losing out on certain suspended pension benefits

once a pension plan's funding returns to specified levels. The union fought against such funding-based limitations on pension plan benefits and payments when the PPA was debated in Congress, and has since pushed employers to take all measures necessary to protect our members' accrual of pension service and other contractual pension benefits.

In response to the threats to retirement security the PPA poses to our pension benefits, the union secured groundbreaking protections for our members and their pension benefits. The new agreement provides that should the pension plan fall below certain funding levels requiring suspension of benefit accruals or payments of certain types of pensions – such as plant closing benefits – once

the pension plan's funding level returns to legally required levels, the company will retroactively restore benefit accruals that were not permitted to accrue and will make retroactive payment of any plant closing benefits that were not permitted.

Current Retirees

The UAW has a proud tradition of remembering our retirees. We are pleased to convey that we've been able to bargain a \$1,000 car voucher for every current retiree. In addition, retirees will once again be able to utilize the newly negotiated Legal Services Plan.

2015 UAW National Negotiating Committee at FCA US LLC



Browning



Williams



Jewell



Adams Johnson

Chuck Browning, Executive Administrative Assistant to Williams
Dennis Williams, President, International Union, UAW
Norwood Jewell, Vice President/Director, UAW Chrysler Dept.
Nancy Adams Johnson, Top Administrative Assistant to Jewell



Loasching



Foster



Davis



King

Amy Loasching, Administrative Assistant to Williams
Miguel Foster, Administrative Assistant to Jewell
Troy Davis, Assistant Director, UAW Chrysler Dept.
Virdell King, Assistant Director, UAW Chrysler Dept.



Ganatra



Kelly



Mitchell



Dickow

Niraj Ganatra, General Counsel, UAW Legal Dept.
Jennifer Kelly, Director, UAW Research Dept.
Susanne Mitchell, Director, UAW Social Security Dept.
Mark Dickow, Local 140, President, Bargaining Chair, Subcouncil 1



Roe



English



Guinan



Ferro

Jim Roe, Local 12, Vice Unit Chair, Subcouncil 1
LaShawn English, Local 1264, President, Subcouncil 2
William Guinan, Local 685, Committeeman, Subcouncil 3
Joe Ferro, Local 212, Skilled Trades, Subcouncil 4



Jarema



Godlewski



Brenner



Hagler

Jeff Jarema, Local 212, President, Subcouncil 5
Mike Godlewski, Local 75, President, Subcouncil 6
Tom Brenner, Local 889, President, Subcouncil 7
Jeff Hagler, Local 412, President, Subcouncil 8