

**2023 UAW-Stellantis
Production, Maintenance and Parts Language**

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(000) Agreement Date / Union List

Agreement Entered into on This ~~Sixteenth~~ Day of ~~December,~~
November, 2019

Between FCA US LLC

(Hereinafter referred to as the "Company")
and the following Local Unions

United Automobile, Aerospace and Agricultural
Implement Workers of America

PRODUCTION AND MAINTENANCE

7	212	723	1264
12	372	869	1268
51	412	964 509	1435
140	685	1166	1700
1284	1302		

PARTS DISTRIBUTION CENTERS

75	230	492	1178	2360
125	375	573	1248	3039
186	422	868	1649	946

and the
International Union,
United Automobile, Aerospace and Agricultural
Implement Workers of America

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(The said Local Unions and the International Union being hereinafter referred to collectively as the "Union.")

(Note: The headings used in this Agreement and Exhibits neither add to nor subtract from the meaning but are for reference only.)

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(000) Index of Units

**PRODUCTION AND MAINTENANCE
INDEX OF UNITS**

1. Detroit Assembly Complex Jefferson – Local 7
2. Toledo Assembly Complex – Local 12
3. FCA Transport LLC Toledo – Local 12
4. Detroit Assembly Complex Mack – Local 51
5. Warren Truck Assembly Plant – Local 140
6. FCA Transport LLC – Local 212
Mt. Elliott Tool & Die Manufacturing - Local 212
Pilot Operations – Local 212
7. Trenton Engine Complex – Local 372
8. Chrysler Headquarters & Tech Chrysler Center – Departments 1685, 1633, 1619, 1640, 2990, 5730 – Local 412 (Unit 14)
Detroit Area Nurses – Local 412 (Unit 57)
9. Arizona Proving Grounds - Local 509
10. Kokomo Transmission Plant – Local 685
Indiana Transmission Plant – Local 685
Kokomo Engine Plant – Local 685
Tipton Transmission Plant – Local 685
11. Dundee Engine Plant – Local 723
12. Warren Stamping Plant – Local 869
13. Kokomo Casting Plant – Local 1166
14. Sterling Stamping Plant – Local 1264
15. Belvidere Assembly Plant – Local 1268
16. Chelsea Proving Grounds – Local 1284
17. Kokomo Area Nurses – Local 1302 (Unit 2)
18. Toledo Machining Plant – Local 1435
19. Sterling Heights Assembly Plant – Local 1700

~~Warren Truck Assembly – Local 140~~
~~Chrysler Center – Powerhouse – Local 412~~

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- ~~Kokomo Transmission - Local 685~~
- ~~Indiana Transmission Plant I - Local 685~~
- ~~Indiana Transmission Plant II Kokomo Engine Plant - Local 685~~
- ~~Tipton Transmission Plant - Local 685~~
- 2. ~~Warren Stamping - Local 869~~
- 3. ~~Chrysler Headquarters & Tech Chrysler Center - Departments 1654, 1655, 2980 - Local 412 (Unit 14)~~
- 4. ~~Kokomo Casting - Local 1166~~
- 5. ~~FCA Transport LLC - Local 212~~
- ~~Mt. Elliott Tool & Die Manufacturing - Local 212~~
- ~~Pilot Operations - Local 212~~
- 6. ~~Sterling Stamping - Local 1264~~
- 7. ~~Belvidere Assembly - Local 1268~~
- 8. ~~Toledo Machining - Local 1435~~
- 9. ~~Sterling Heights Assembly - Local 1700~~
- 10. ~~Marysville Axle - Local 961~~
- 11. ~~Trenton Engine Complex - Local 372~~
- 12. ~~Toledo Assembly Complex - Local 12~~
- 13. ~~Dundee Engine Plant - Local 723~~
- 14. ~~FCA Transport LLC Toledo - Local 12~~
- 15. ~~Detroit Assembly Complex Mack - Local 51~~

**PARTS DISTRIBUTION CENTERS
INDEX OF UNITS**

- 1. Marysville - Local 375
- 2. Centerline Packaging - Local 1248
Sherwood - Local 1248
Centerline Warehouse - Local 1248
Warren Parts - Local 1248
QEC - Local 1248
Romulus - Local 1248
- 3. New York - Local 3039
- 4. Chicago - Local 1178
- 5. Minneapolis - Local 125
- 6. Boston - Local 422
- 7. Cleveland - Local 573
- 8. Portland - Local 492
- 9. Denver - Local 186
- 10. Los Angeles - Local 230
- 11. Orlando - Local 1649
- 12. Milwaukee - Local 75
- 13. Dallas - Local 2360
- 14. Atlanta - Local 868
- 15. Winchester - Local 946

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(007) Right to Discipline

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

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(017) Plant Shop Committeepersons

(a)--The Plant Shop Committee of the Union shall consist of not more than six (6) members, each of whom shall be an employee of the plant having seniority or a regular employee of the plant having seniority who is on leave of absence. One (1) member of the Committee may be designated by the Union as Chairperson, in which case the Company will be so notified, and one (1) member of the Plant Shop Committee shall be an employee on a skilled worker's classification job.

(b)--It is understood and agreed that each member of the Plant Shop Committee of the Union who is a regular employee of the plant has work to perform in the plant, and that he/she will not leave his/her work without first notifying his/her Supervisor and shall report to his/her Supervisor on his/her return.

(c)-- Members of the Plant Shop Committee, by agreement between the Plant Management and the Plant Shop Committee, may have assigned to them certain districts in the plant and on proper occasions may go into those districts, but not into other districts of the plant assigned to other Plant Shop Committeepersons.

(d)--The Supervisor will grant permission to a Plant Shop Committeeperson to leave his/her work for the purpose of attending regular or special conferences with the Labor Relations Supervisor.

(e) The Supervisor will also grant permission to Chief Stewards to communicate by telephone on an unsettled grievance with the Plant Shop Committeeperson assigned to their districts and also will grant permission to a Plant Shop Committeeperson (1) to leave his/her work to confer on grievances with Chief Stewards in the districts of the plant assigned to that Plant Shop Committeeperson when the Plant Shop Committeeperson has been requested to do so by the Chief Steward, and (2) to present grievances to the Area Manager or other management representative designated to receive them from the Plant Shop Committeeperson in his/her district. Plant Shop Committeepersons may perform their regular grievance procedure duties during working hours without loss of time or pay.

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(f)--During overtime periods the Plant Shop Committeeperson shall be scheduled to work as long as there is work scheduled in his/her district and any of his/her respective constituents are working.

(g)--Committeepersons and Stewards whose total representation is in a department where 100% of their constituents are on a paid lunch pursuant to Section (91)(a), will qualify for a paid lunch.

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(020) Regular Conferences

(a)--Regular conferences shall take place between the Plant Shop Committee of the Union and the Labor Relations Supervisor of the plant on one day, Tuesday, of each week unless another day is mutually agreed upon by the parties. An agenda of the matters to be taken up at the meeting shall be delivered to the Labor Relations Supervisor by the Plant Shop Committee on the Monday morning day preceding the meeting.

(b)--Members of the Plant Shop Committee of the Union shall receive pay from the Company at their regular hourly rates for time spent in such regular conferences. If the Labor Relations Supervisor agrees to a meeting or the continuation of a meeting during overtime hours, each member of the Plant Shop Committee shall receive pay from the Company at the appropriate overtime rate for the overtime he spends in such meeting.

(c)--The Plant Shop Committee may meet at a place designated by the management on company property for one-half (1/2) hour immediately preceding a meeting with the Labor Relations Supervisor, for which meeting an agenda has been filed with the Labor Relations Supervisor by the Plant Shop Committee.

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(027) Step 4 - Regional Review and Appeal to Appeal Board

(a)--Step 4--Regional Review

If the officers of the Local Union and the Plant Manager, or his designated representative, are unable to dispose of the grievance, the officers of the Local Union then refer the grievance to the Regional Representative of the Union for the area in which the plant is located. The Regional Representative will review the grievance. If the grievance is one on which the Appeal Board has power and authority to rule, he may arrange a meeting with the Plant Manager or his designated representative, to discuss the grievance. At the request of the Regional Representative, either the Local Union President or a Committeeperson, but not both, may attend such meeting. Within ten (10) days of such meeting the Plant Manager or his designated representative shall forward to the Regional Representative a statement of the parties' understanding as to the disposition, if any, of the grievance discussed. In any event, the Regional Representative shall either dispose of the grievance, return the grievance to the previous step of the grievance procedure, or if the grievance merits appeal, refer it to the International Union which, if the grievance merits appeal, shall within forty-five (45) days of the appeal of the grievance to Step 4, refer the grievance to the Appeal Board.

(b)--Appeal to Appeal Board

If the International Union refers the matter to the Appeal Board, it shall prepare a record which shall consist of the original written grievance prepared by the Chief Steward and the written answers to the grievance and such other written records as there may be in connection with the matter and forward the same to the Manager of Union Relations of the Company, together with a notice that the answer of the Plant Manager or his designated representative with respect to that grievance is not satisfactory to the Union. The matter, if within the power and authority of the Appeal Board as provided in Section (29), may then be submitted to the Appeal Board for final disposition, such disposition to be made within thirty (30) days of the submission, unless extended by mutual agreement of the parties.

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(029) Authority of the Appeal Board

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

(a)--matters involving the correctness of the classification of employees, provided that the absence of a classification from the list of classifications authorized for use at a particular plant by the Company shall not preclude the application of that classification at that plant provided the requested classification is an established hourly classification under this Agreement and provided further the application of the requested classification is proper, based upon the work performed; and

(b)--applying and interpreting the provisions of the agreement including written memoranda and letters of understanding between the Company and the International Union that relate to and supplement the terms of this Agreement, but excluding Section (44), Work Standards, Section (70), Job Security and Outside Contracting, Section (11) Paragraph (f) Supplemental Agreement - Special Provisions Pertaining to Skilled Trades Employees, Letter (34) Utilization of Skilled Trades Manpower and Facilities, ~~and~~ the Memorandum of Understanding on Health and Safety, ~~and~~ Letter 136 Plant Closing and Sale Moratorium, Letter 311 U.S. Investment, and Letter 300 Outsourcing Moratorium Section (3) as it relates to the moratorium on outsourcing of existing core jobs, and

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

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

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

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(053) Reinstatement After Disability

(a)--When an employee's absence from work is due solely to disability resulting from sickness or injury and due proof of the disability is given to the plant, he will be returned to work in accordance with his seniority and these rules as nearly as may be as if he had not suffered disability, provided he passes the required medical examination. If the disposition made as the result of any such medical examination is not satisfactory, the employee may ask to discuss the matter at the plant with his Chief Steward or Committeeperson, and Management will arrange for him to do so. If a grievance on the matter is submitted, it may be referred to Step 3 of the grievance procedure. The Local Union may then take the grievance up with the Plant Manager, or his designated representative. In proper cases, the parties may jointly select an independent physician from the jointly-selected panel of physicians as maintained by the Joint Insurance Committee for Disability National Attendance Council to resolve the conflicting medical physician findings of the employee's personal physician and the plant physician with respect to determining the employee's ability to perform the duties of the available work to which he would be entitled by seniority. The selection of an independent physician by the Plant Management and the Local Union will be made within seven (7) working days from the date the matter was referred to the Plant Manager or his designated representative. Costs will be paid by the Plant. If the report of the independent physician places work restrictions or limitations on the employee equal to or greater than those previously placed on him by the plant physician, there shall be no retroactive pay. If the report or decision, places work restrictions or limitations on the employee which are less than those previously placed on him by the plant physician, retroactive pay, if any, shall be limited to the period beginning with the day of the final examination by selection of the independent physician and shall be calculated as provided in Section (33).

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

(b)--If an employee claims he is unable to perform the duties of the available work to which he would be entitled by seniority and Management disputes such claim, the issue shall be submitted to an independent physician, provided

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consultation between the employee's personal physician and the plant physician or physicians acting for the Company does not resolve the conflicting medical findings. The independent physician shall be selected by the Local Union and the Plant Management within seven (7) working days from the date the dispute arose. The employee shall submit to a physical examination by the independent physician who shall submit a written report of his findings and conclusions. Costs of such examination shall be paid by the Plant. The decision of the independent physician shall be final and binding on the Company, the employee involved and the Union.

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(059) Notice of Layoff

The plant will give to employees and to the Chief Steward in the district ~~forty-eight (48) twenty-four (24)~~ hours notice of layoff as hereinbefore defined except:

(a)--in the case of a temporary adjustment when the circumstances causing the reduction in force make it impracticable for Management to give such notice;

(b)--when employees are displaced pursuant to Section (61), by employees returning to work from leaves of absence; or

(c)--when employees are displaced by temporary skilled trades employees returning to production.

Notwithstanding the above, the plant will endeavor to provide up to seventy-two (72) hours notice of layoff.

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(079) Vacation Time Off

(a)--The Company recognizes the desirability of providing time off for vacation purposes and will implement Section (45)(b) providing for the employment of vacation replacements for 120 days in an attempt to provide additional vacation time off during the summer months. It also recognizes that the preferences of individual employees and variances in operating conditions, such as model change, the need for particular skills, etc., will affect the scheduling of vacations.

(b)--Management recognizes the desirability of providing vacation time off with pay, up to the vacation entitlement to which the employee's seniority will entitle him on May 1 of the current year, in a manner that preserves the maintenance of efficient operations while giving consideration to the desires of the employee.

(c)--The Company will provide a formal procedure whereby employees prior to March 1 of each year may request the period during the succeeding vacation payment year commencing May 1 in which they would prefer to take vacation time off. Each employee will be furnished a copy of his vacation request at the time it is made. For vacation time off requested for the months of May or June, the employee will be advised not less than sixty (60) days before the day on which he wishes to start his vacation whether or not his request can be granted, and if the employee presents his vacation request to management the approval or disapproval will be made thereon. For vacation time off requests made on or after May 1, the employee will be advised not less than thirty (30) days after submitting his request whether or not his request can be granted. In the scheduling of vacation time off, employees will be given preference in order of their seniority either in their department or in their department by shift as determined by local negotiation. The leave will not exceed the number of hours represented by the employee's vacation payment rounded out to periods of full weeks. An employee may use the hours credited as Payment in Lieu of Vacation balance in pre-approved units of no less than the employee's regularly scheduled work day. Vacation time reserved for plant shutdowns in accordance with Letter (69) Plant Vacation Shutdown U.S. Plants will continue to remain allocated to those periods. Vacation time off once approved will not be changed without the consent of the employee.

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(d)--It is understood that when scheduling of vacation time off and Paid Absence Allowance (PAA) absences during the week beginning May 1 in those years in which this week falls between vacation eligibility years, as defined in Section (104) of the Agreement, employees will be permitted to request vacation time off, or use hours credited to Paid Absence Allowance, for the week beginning May 1. Employees who use vacation or PAA this week shall have their remaining vacation or PAA entitlement for the year otherwise beginning May 8 reduced accordingly.

(e)--It is understood that if an employee makes a request for a leave of absence for additional time off without pay up to the number of hours of the basic payment in lieu of vacation schedule as provided in Section (104)(a), consideration for such request shall be made on an individual basis, considering the wishes of the employee and the efficient operation of the department, provided the request does not adversely impact the vacation schedules of other employees.

(f)--Employees returning to work from vacation shall not be subject to a medical examination.

(g)--Employees transitioning from a 5x8 or AWS work schedule who have a vacation time off balance that does not cover a full shift increment, due to the schedule conversion, will have their vacation time off balance rounded up to reflect the nearest full shift.

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(081) Bereavement Pay

(a)--When death occurs in an employee's immediate family, i.e., spouse, parent, stepparent, grandparent or great grandparent, parent, stepparent, grandparent or great grandparent of current spouse, child or stepchild, grandchild, brother, sister, stepbrother, stepsister, half-brother or half-sister, a seniority employee, on request, will be excused, and after making written application therefore, receive payment for up to three (3) normally scheduled eight (8) hour days of work or up to five (5) normally scheduled eight (8) hour days of work in the case of the death of an employee's current spouse, parent, child, or stepchild, (excluding Saturdays, Sundays and holidays, or, in the case of seven-day operations, excluding regular off days and holidays, or as negotiated under the terms of Letter (246) for an Alternative Work Schedule (AWS)) during the period commencing with the date of death and ending with the tenth normally scheduled work day after the date of the death (or as described under Subsection (c)), provided the employee submits acceptable evidence of death and established relationship.

(b)--The employee shall receive Bereavement Pay for three (3) full working days, or five (5) full working days in the case of the death of an employee's current spouse, parent, child, or stepchild for which the employee is absent during the period established in Subsection (a).

Bereavement Pay and Relationship Chart:

Bereavement Pay	Relationship To	Relationship
3 Days	employee	stepparent grandparent great grandparent grandchild sister brother stepsister stepbrother half-sister

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		half-brother
3 Days	current spouse	parent stepparent grandparent great grandparent
5 Days	employee	current spouse parent child stepchild

(c)--The employee may delay and/or divide Bereavement Leave into a maximum of two periods with the entire leave concluding within thirty calendar days following the date of death. The employee will receive Bereavement Pay at the conclusion of the Bereavement Leave, whether delayed and/or divided, provided the employee submits acceptable evidence of death and established relationship.

- Instances where the leave is delayed and/or divided beyond the tenth normally scheduled work day, the employee must notify the Company of the leave at least twenty-four hours in advance
- When the leave is divided, either within or beyond the tenth normally scheduled work day, the employee must notify the Company of the second leave at least twenty-four hours in advance

In the event a member of an employee's immediate family dies and the funeral or memorial service is delayed beyond thirty calendar days, the employee may have the National Parties review reallocating the total excused bereavement absence from work delayed until the employee's normally scheduled working days that include the date of the funeral or memorial service.

(d)--Payment shall be made at the employee's straight-time hourly rate on the last day worked exclusive of overtime premiums but including applicable shift and seven-day operations premium.

(e)--In the event an employee is granted a leave of absence because of the illness of a member of the employee's immediate family and such family member dies within the first seven (7) calendar days of the leave, the requirement that the employee otherwise would have been scheduled to work will be waived.

(f)--In determining whether an employee on layoff or leave of absence may qualify for bereavement pay on the occasion of the death of a member of the employee's immediate family, the count for the bereavement period shall begin with the day immediately following the date of death.

(g)--In conjunction with an approved absence due to bereavement, a seniority employee who requests additional time off for the disposition of financial, administrative or legal matters associated with the death of an immediate family member as defined above, should be given consideration for additional time off (up to ~~three-five~~(3-5) days) as unpaid

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personal time or utilization of unused available Paid Absence Allowance and vacation. It is further understood that the request must be in advance and the time off should not negatively impact operations.

(h)--An employee who is notified of the death of an immediate family member and meets the eligibility criteria for bereavement pay during a week(s) in which the employee was previously scheduled and approved for vacation leave, may request equivalent hours of Paid Absence Allowance for each (eight (8) hours) up to three (3) (or five (5) in the case of the death of an employee's current spouse, parent, child or stepchild) total (or as negotiated for AWS) in lieu of bereavement pay for which the employee otherwise would be eligible except for the employee's non-work status during such vacation week(s). Such requested hours will be in addition to those Paid Absence Allowance hours which the employee is otherwise eligible and are to be scheduled under the terms of Section (104) (e).

(i)--Notwithstanding the bereavement pay eligibility requirements of this section, this will confirm our understanding that representatives of the UAW National FCA Department and representatives of Labor Relations Staff, may discuss unique circumstances associated with the death of an immediate family member to determine on a case-by-case basis the possibility of providing bereavement pay to otherwise ineligible employees.

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(094) Reporting Absences

~~As~~Systems ~~has~~ ~~have~~ been established which will permit an employee to verbally verify the fact that ~~he/she~~ ~~has~~ they have notified the Company by telephone or online of their inability to report for work in advance of their scheduled shift starting time. Failure to ~~call in~~ notify could subject employees to progressive discipline. ~~The Company commits to adding additional ways for an employee to notify the Company of their inability to report to work.~~

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(095) Holidays Designated

(a)--The holidays are designated as:

November ~~11, 2019~~ 10, 2023
 November ~~28, 2019~~ 23, 2023
 November ~~29, 2019~~ 24, 2023
 December ~~23, 2019~~ 25, 2023
 December ~~24, 2019~~ 26, 2023
 December ~~25, 2019~~ 27, 2023
 December ~~26, 2019~~ 23, 28, 2023
 December ~~27, 2019~~ 28, 2023
 December ~~30, 2019~~
 December ~~31, 2019~~
 January 1, 2020
 January ~~2015~~, 2020
 April ~~10, 2020~~ March ~~29, 2024~~
 April ~~13, 2020~~ April 1, 2024
 May 25, 2020
 June 19, 2024
 July ~~3, 2020~~ July 4, 2024
 July 5, 2024
 September ~~7, 2020~~
 November ~~3, 2020~~ 5, 2024
 November 11, 2020
 November ~~26, 2020~~
 November ~~27, 2020~~
 December ~~24, 2020~~
 December ~~25, 2020~~
 December ~~28, 2020~~
 December ~~29, 2020~~
 December ~~30, 2020~~
 December ~~31, 2020~~
 January 1, 2024
 January ~~18, 2021~~ 20, 2025
 April ~~2, 2021~~ 18, 2025
 April ~~5, 2021~~ 21, 2025

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

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May 31, 2024
June 19, 2025
July 5, 2024
September 6, 2024
November 11, 2024
November 25, 2024
November 26, 2024
December 24, 2024
December 27, 2024
December 28, 2024
December 29, 2024
December 30, 2024
December 31, 2024
January 1, 2026
January 2, 2026
January 17, 2029
April 15, 2023
April 18, 2026
May 30, 2025
June 19, 2026
July 4, 2023
September 5, 2027
November 8, 2023
November 11, 2026
November 24, 2026
November 25, 2027
December 26, 2024
December 27, 2025
December 28, 2026
December 29, 2026
December 30, 2026
December 31, 2026
January 2, 2023
January 16, 2028
April 7, 2023
April 10, 2023
May 29, 2023
June 18, 2027
July 3, 2023
July 4, 2023
September 4, 2026
November 11, 2027
November 25, 2027
November 26, 2027
December 24, 2027
December 27, 2027
December 28, 2027
December 29, 2027
December 30, 2027

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

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December 31, 2027
January 17, 2028
April 14, 2028
April 17, 2028

Christmas Holiday Period
Martin Luther King Jr. Day
Good Friday
Day After Easter

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

(c)--In the event that a state or subdivision thereof either by law or declaration having the force of law requires a plant closing in observance of a holiday: (i) which is not a designated holiday in this Section, such state or local holiday shall be observed by the affected plant in lieu of whichever one of the holidays designated herein the parties to the Agreement shall select; or (ii) on a date other than the date specified herein for such holiday, the holiday shall be observed by the affected plant on the date the plant is required to close in lieu of the date specified herein.

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(096) Eligibility

Employees will be paid for eight (8) hours at their regular straight-time hourly rate inclusive of shift premium, but exclusive of overtime premium for the designated holidays provided they meet all of the following eligibility rules unless otherwise provided herein:

(a)--the employee has seniority as of the date of the holiday,

(b)--the employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday, and

(c)--the employee must have worked the last scheduled working day prior to and the next scheduled working day after such holiday within the scheduled workweek. An employee excused by management from work on the last scheduled working day prior to or on the next scheduled working day after such holiday within the scheduled workweek shall be deemed to have met the requirements of this Paragraph (c); except that in the case of holidays which fall in the holiday period starting December 24 through the following January 1, the employee must have worked the last scheduled working day prior to, and the next scheduled working day after, such holiday period, regardless of the workweek in which the scheduled working days fall.

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

- Saturday, December ~~21, 2019~~23, 2023
- Sunday, December ~~22, 2019~~24, 2023
- Saturday, December ~~28, 2019~~30, 2023
- Sunday, December ~~29, 2019~~31, 2023
- Saturday, December ~~26, 2020~~21, 2024
- Sunday, December ~~27, 2020~~22, 2024
- Saturday, ~~January 2, 2021~~December 28, 2024
- Sunday, ~~January 3, 2021~~December 29, 2024
- Saturday, December ~~25, 2021~~27, 2025
- Sunday, December ~~26, 2021~~28, 2025
- Saturday, January ~~4, 2022~~3, 2026

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Sunday, January 2, 2022, 2026
Saturday, December 24, 2022, 2026
Sunday, December 25, 2022, 2026
Saturday, December 31, 2022, January 2, 2027
Sunday, January 4, 2023, 2027
Saturday, December 25, 2027
Sunday, December 26, 2027
Saturday, January 1, 2028
Sunday, January 2, 2028

Employees shall not be disqualified for holiday pay, if otherwise eligible for such pay, if they decline a work assignment on one or more of the above days.

The foregoing provisions shall not apply to employees assigned to (1) seven-day operations; or (2) third shift Sunday night start operations; and ~~(3) a shift which starts on Friday and continues into Saturday.~~

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(104) Payment Schedules

(a)--On May 1 of each year the Company will establish basic payment in lieu of vacation with pay and payment in lieu of paid absence allowance with pay to eligible hourly employees who have worked for at least 26 pay periods in the vacation eligibility year (the year including the pay period in which April 30 occurs and the preceding 51 periods) as follows:

Seniority on May of the Vacation Eligibility Year	Basic Payment in Lieu of Vacation with Pay	Basic Payment in Lieu of Paid Absence Allowance with Pay
0 but less than 1 years	40 hours	24 hours
1 but less than 3 years	40 hours	40 hours
3 but less than 5 years	60 hours	40 hours
5 but less than 10 years	80 hours	40 hours
10 but less than 15 years	100 hours	40 hours
15 but less than 20 years	120 hours	40 hours
20 or more years	160 hours	40 hours

The number of hours of the basic payment in lieu of vacation with pay and payment in lieu of paid absence allowance with pay to which an eligible employee shall be entitled shall be based on the employee's seniority on May 1 of the vacation eligibility year and the number of pay periods during which he worked during the eligibility year.

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(b)--An eligible employee shall be entitled to a percentage of the above basic payment in lieu of vacation with pay and of the above paid absence allowance with pay as follows:

Pay Periods Worked in the Vacation Eligibility Year	Percentage of Payment
26 or more	100%
25	96%
24	92%
23	88%
22	84%
21	80%
20	76%
19	73%
18	69%
17	65%
16	61%
15	57%
14	53%
13	50%

(c)-- A seniority employee with less than one (1) year seniority on May 1 of the vacation eligibility year who has worked at least 13 but less than 26 pay periods shall be entitled to payment in lieu of paid absence allowance with pay according to the following table:

Paid Absence Allowance

Pay Periods Worked in the Vacation Eligibility Year	Basic Payment in Lieu of Paid Absence Allowance With Pay Hours of Allowance
24 hours	26
16 hours	19 but less than 26
8 hours	13 but less than 19

(d)--(i) The above basic payments in lieu of vacation with pay shall be computed at the employee's straight-time hourly rate on his last day worked prior to May 1 of the vacation eligibility year exclusive of overtime premium, but including shift and seven-day operations premiums.

Shift premium shall be computed based upon the average shift the employee worked during the vacation eligibility year and not on the last day worked prior to May 1.

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Basic payment in lieu of vacation with pay and paid absence allowance with pay entitlement shall be made available to eligible employees in May of each year. An employee may elect to be paid all or part of his basic payment in lieu of vacation and/or paid absence allowance with pay during the periods detailed below:

Vacation and Paid Absence Allowance Eligibility Year	Payment in Lieu of Vacation and Paid Absence Allowance Payment Year
May 46 , 202 04 - May 24 , 202 15	May 15 17 , 202 04 - May 79 , 202 15
May 35 , 202 15 - May 83 , 202 26	May 14 16 , 202 15 - May 138 , 202 26
May 94 , 202 26 - May 72 , 202 37	May 20 15 , 202 26 - May 127 , 202 37
May 83 , 202 37 - May 51 , 202 48	May 19 14 , 202 37 - May 105 , 202 48

An employee may also elect to be paid all or part of the basic payment in lieu of vacation with pay or paid absence allowance with pay at the time he takes the vacation or paid absence allowance time off.

Eligible employees must indicate elections to request vacation pay and paid absence allowance pay throughout the payment year by utilizing the Kiosk or ~~Dashboard Anywhere~~ The HUB, computed as set forth below:

(ii) Payments from an employee's Paid Absence Allowance because of absence or because of termination of his employment by death, retirement or otherwise, shall be computed at the employee's straight-time hourly rate on his last day worked exclusive of overtime premium, but including shift and seven-day operations premiums.

(iii) Payment of the unused portion of the Paid Absence Allowance shall be computed in the same manner and at the same time as the employee's basic payment in lieu of vacation with pay for the next vacation year.

(e)--(i) An employee may use the hours credited to his Paid Absence Allowance in units of no less than one-half (1/2) day periods for: excused absence because of illness when not receiving Sickness and Accident Insurance; or absence that his supervisor has excused because of personal business; or as payment for a vacation leave of absence as specified in Section (79). A request for Paid Absence Allowance by an eligible employee made subsequent to such absence will be approved for payment, but such payment shall not make such absence an excused absence or preclude the Management from considering such absence as the basis, in whole or in part, for disciplinary action.

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(ii) Any portion of an employee's Paid Absence Allowance that the employee does not use in the form of paid absences during the vacation payment year (the pay period following the pay period in which April 30 occurs and the next 51 pay periods) will be paid to him (computed pursuant to Sub-section (d)), on the second Friday of the new vacation eligibility year. An employee permanently separated or promoted to a salaried classification shall receive any remaining unused Paid Absence Allowance and vacation within thirty (30) days after the Company receives notification of his separation or promotion. Also, employees who separate shall receive any remaining unused Basic Payment in Lieu of Vacation within (30) days of separation or earlier if required by law.

(f)--An employee disabled from work by compensable injury or legal occupational disease shall accrue credit toward pay periods worked for pay periods he would otherwise have been scheduled to work during the period of compensable disability provided such employee works at least three (3) days in a pay period in the eligibility year.

(g)--An employee who receives pay for one or more of the designated holidays which fall in work weeks commencing December ~~25, 2023~~~~23, 2019~~, December ~~23, 2024~~~~28, 2020~~, December ~~29, 2025~~~~27, 2021~~, December 28, 2026 or December ~~27, 2027~~~~26, 2022~~ shall receive credit for a pay period worked for purpose of computation of entitlement under Section (104), Payment Schedules.

(h)--A laid off employee who receives pay for a designated holiday shall receive credit for the pay period in which the holiday falls as a pay period worked for the purpose of computation of entitlement under Section (104), Payment Schedules.

(i)--An employee who qualifies for pay during a pay period pursuant to Section (82) Jury Duty or Section (83) Short-Term Military Duty shall receive credit for a pay period worked for purpose of computation of entitlement under Section (104) Payment Schedules.

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(109) Wage Rate Increases

(A) Non-Skilled

~~(i) Wage Changes for Team Members Hired Prior to October 29, 2007 will receive general wage increases per the schedule below.~~

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

~~(ii) Team Leaders will receive a one dollar (\$1.00) add-on to the base rate of pay.~~

~~(i) Effective September 14, 2020, each employee who was hired prior to October 29, 2007 shall receive a threepercent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums.~~

~~(ii) Effective September 19, 2022, each employee who was hired prior to October 29, 2007 shall receive an additional three percent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums.~~

(B) Wage Changes for Skilled Trades Classificationsclassified Employees will receive general wage increases per the schedule below.

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

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~~(i) Effective September 14, 2020, each employee in a Skilled Trades classification shall receive a three percent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums:~~

~~(ii) Effective September 19, 2022, each employee in a Skilled Trades Classification shall receive an additional three percent (3%) increase added to the base wage rate, exclusive of shift premium, seven-day operations premium, and any other premiums:~~

~~(C) (1) Wage Rates for Employees Hired Prior to October 29, 2007~~

~~(a) Team Members hired prior to October 29, 2007:~~

~~(iC) Employees who hold a red-circled rate as of September 14, 2020³, will be maintained above the team member maximum rate and will not receive an increase. Notwithstanding the aforementioned, in those situations in which the red-circle rate is below the new maximum base wage rate of their respective classification, ~~as referenced above in Sections (a)(i) and (a)(ii)~~, rates for those employees shall be increased to the maximum base wage rate accordingly. Skilled trades employees placed into a production job shall be paid at the appropriate skilled trades rate of pay per Letter 247 Placement and Workforce Utilization.~~

~~(b) Team Leaders hired prior to October 29, 2007~~

~~Team Leaders will receive a one dollar (\$1.00) add-on to the base rate of pay not to exceed the Established Team Leader rate of pay.~~

~~(C) (2) Wage Rates for Team Members hired on or after October 29, 2007:~~

~~(a) Team Member hourly rates will be paid in accordance with M-13 Memorandum of Understanding UAW FCA US LLC Non-Skilled Employees hired or rehired on or after October 29, 2007 and Skilled Trade Employees hired or rehired on or after October 12, 2011 and Dundee Engine Non-Skilled and Skilled Trade Employees hired on or after October 12, 2011 - Wage & Benefit Agreement.~~

~~(b) Employees who were Team Leaders hired on or after October 29, 2007~~

~~Team Leaders will receive a one dollar (\$1.00) add-on to the base rate of pay not to exceed the Established Team Leader rate of pay.~~

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(114) Wage Progression

(a)--Wages and Classification

i. Manufacturing and Mopar PDC: Employees will receive wage rate increases in accordance with the schedule below. Employees hired prior to the effective date of the 2023 Agreement shall be placed at a rate in accordance with their current years of service effective the first pay period following ratification in accordance with the table below.

<u>Years of Service</u>	<u>Effective 10/23/2023</u>	<u>Effective 9/9/2024</u>	<u>Effective 9/8/2025</u>	<u>Effective 9/7/2026</u>	<u>Effective 9/6/2027</u>
<u><1 year</u>	<u>\$24.68</u>	<u>\$25.42</u>	<u>\$26.19</u>	<u>\$26.97</u>	<u>\$28.32</u>
<u>1<2</u>	<u>\$26.45</u>	<u>\$27.24</u>	<u>\$28.06</u>	<u>\$28.90</u>	<u>\$30.35</u>
<u>2<3</u>	<u>\$29.97</u>	<u>\$30.87</u>	<u>\$31.80</u>	<u>\$32.75</u>	<u>\$34.39</u>
<u>>3</u>	<u>\$35.26</u>	<u>\$36.32</u>	<u>\$37.41</u>	<u>\$38.53</u>	<u>\$40.46</u>

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ii. Occupational Health Nurse: Employees will receive wage rate increases in accordance with the schedule below. Employees hired prior to the effective date of the 2023 Agreement shall be placed at a rate in accordance with their current years of service effective the first pay period following ratification in accordance with the table below.

Parties acknowledge the unique skill set and required certifications that a Nurse must possess to perform their work. The Company and the Union agree that there needs to be flexibility in starting wages as Occupational Health Nurses may be hired in above the minimum of the classification based upon qualifications and experience.

<u>Years of Service</u>	<u>Effective 10/23/2023</u>	<u>Effective 9/9/2024</u>	<u>Effective 9/8/2025</u>	<u>Effective 9/7/2026</u>	<u>Effective 9/6/2027</u>
<1 year	\$40.97	\$42.20	\$43.47	\$44.77	\$47.01
1<2	\$42.00	\$43.26	\$44.56	\$45.90	\$48.20
2<3	\$43.00	\$44.29	\$45.62	\$46.99	\$49.34
>3	\$44.00	\$45.32	\$46.68	\$48.08	\$50.48

Occupational Health Nurses assigned the task of training other nurses (Nurse Preceptor) shall receive a one dollar (\$1.00) add-on to the base rate of pay for the hours spent serving as a Nurse Preceptor.

iii. Transportation: Employees will receive wage rate increases in accordance with the schedule below. Employees hired prior to the effective date of the 2023 Agreement shall be placed at a rate in accordance with their current years of service effective the first pay period following ratification in accordance with the table below.

	<u>Effective 10/23/2023</u>	<u>Effective 9/9/2024</u>	<u>Effective 9/8/2025</u>	<u>Effective 9/7/2026</u>	<u>Effective 9/6/2027</u>
At Hire	\$32.01	\$32.97	\$33.96	\$34.98	\$36.73
18 Months	\$35.88	\$36.96	\$38.07	\$39.21	\$41.17

(ab)--Seniority Employees Hired At Another Plant

When a seniority employee who formerly worked in one plant of the Company is hired as an employee in another plant of the Company, the employee shall be given credit for ~~weeks worked~~wage progression purposes at the former plant ~~for wage progression purposes and shall be paid in accordance with M-13 Memorandum of Understanding UAW-FCA US LLC Non-Skilled Employees Hired or Rehired on or after October 29, 2007 and Skilled Trade Employees Hired or Rehired on or after October 12, 2011 and Dundee Engine Non-Skilled and Skilled Trade Employees Hired on or after October 12, 2011 Wage & Benefit Agreement Section IV, 4.~~ If an employee was paid the full base rate at the former plant, the employee shall be paid the full base rate at the new plant.

(bc)--Effective Date of Increase

Each increase shall be effective at the beginning of the first pay period following the ~~completion of the required number of weeks worked~~employee's

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corporate service anniversary date. The 2023 increase shall not be retroactive to the expiration of the 2019 Agreement.

(ed)--Transfer to Other Classifications

An employee who is transferred to a higher, lower, or equally paid classification shall be given credit for ~~weeks worked~~ wage progression purposes, ~~prior to the transfer and shall be paid in accordance with M-13 Memorandum of Understanding UAW-FGA US LLC Non-Skilled Employees Hired or Rehired on or after October 29, 2007 and Skilled Trade Employees Hired or Rehired on or after October 12, 2011 and Dundee Engine Non-Skilled and Skilled Trade Employees Hired on or after October 12, 2011 Wage & Benefit Agreement Section IV, 1 if hired on or after October 29, 2007.~~ If the employee was paid the full base rate of the former classification, the employee shall be paid the full base rate of the new classification.

~~(d) An employee will receive credit for weeks worked for wage progression purposes for:~~

~~(i) the full week of holidays within the Christmas Holiday Period;~~

~~(ii) periods of disability due to compensable injury or legal occupational disease;~~

~~(iii) full weeks of Family and Medical Leave Act (FMLA) leaves of absence, and~~

~~(iv) full weeks of vacation leaves of absence, provided the employee would otherwise have been scheduled to work.~~

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(116) Ratification

The Union agrees to submit the Agreement to the Union membership in the plants covered by the Agreement for ratification by them on or before ~~December 16, 2019~~ November xx, 2023 and the International Union and its Local Unions in these plants will recommend to the membership that it be ratified.

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(117) Termination and Modification

This Agreement shall continue in full force and effect until 11:59 P.M., ~~September 14, April 30, 2023~~28.

(a)--If either party desires to modify, amend or terminate this Agreement, it shall, sixty (60) days prior to ~~September 14, April 30, 2023~~28, give written notice of its intention as provided in Section (118). Notice to modify or amend shall set forth the nature of the changes desired. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement. The giving by either party of such a notice to modify, amend or terminate shall terminate this Agreement at 11:59 P.M., ~~September 14, April 30, 2023~~28.

(b)--If neither party gives a notice to modify, amend or terminate as provided in Subsection (a), or if each party giving a notice to modify, amend or terminate withdraws such notice prior to 11:59 P.M., ~~September 14, April 30, 2023~~28, this Agreement shall continue in effect from year to year thereafter subject to sixty (60) days written notice by either party to modify, amend or terminate this Agreement as provided herein prior to ~~September 14 April 30~~ of any subsequent year.

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(A-010) Tools, Books and Supplies

As soon as practicable after being placed in an apprenticeable trade, apprentices will be paid an allowance of \$500.00 for the purchase of tools, ~~books,~~ and supplies. In addition, apprentices will be furnished an appropriate tool box, which will become the property of the apprentice upon graduation. Upon satisfactory completion of the first 916 hours of work they will be paid an additional allowance of \$500.00 for the purchase of tools, ~~books~~ and supplies. Upon satisfactory completion of the second, third, fourth, fifth, sixth and seventh periods of 916 hours of work in the apprentice program, apprentices will be paid \$100.00 for the purchase of tools, ~~books,~~ and supplies. Management will assist apprentices in obtaining tools. Upon completion of all schedule of work process and classroom related training instruction requirements and graduation, apprentices will receive the balance, if any, of the total allowance \$1800.00. Additionally, apprentices will be authorized up to \$200.00 per year for related training instruction (RTI) books administered on a reimbursement basis through the Concur System. Such reimbursement allowance shall not exceed \$800.00 over the life of this agreement.

It is understood that all apprentices ~~placed during the term of this Collective Bargaining Agreement~~ can attend their related training instruction during normal scheduled work hours. The apprentice must communicate and provide a copy of their class schedule to their supervisor prior to each semester start. The apprentice will be provided a written confirmation from their supervisor verifying their class schedule has been confirmed in the Corporate Attendance and Time System (CATS). ~~will attend their related training instruction (RTI), outside of scheduled work hours.~~

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(A-019) Related Training

The Company shall provide the required related training set forth in the Schedule of Work Processes during the apprenticeship. Apprentices shall be paid at their regular hourly or salary rates for actual school attendance, except for repeated courses, provided, however, the total number of class hours for which an apprentice shall be compensated shall not exceed the required number of hours required in the Schedule of Work Processes.

Time spent in actual school attendance by apprentices who enter into Apprenticeship Agreements shall not be subject to overtime or premium pay under Sections (86) and (87) of the National Production and Maintenance Agreement and corresponding Sections of other Agreements, and such time shall not be considered as time worked in computing overtime or premium pay as defined in such sections or as work performed for the Company under the SUB Plan. Time spent in actual school attendance 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 and/or seventh day of the workweek and has not experienced lost time. On a daily basis, when the apprentice works and attends related training, the related training hours and worked hours combined, not to exceed work hours scheduled, will be used for overtime calculation purposes.

Notwithstanding the above, apprentices shall be paid at double their regular hourly or salary rates for actual school attendance on any of the holidays designated in Section (95) of the National Production and Maintenance Agreement and corresponding sections of other Agreements, except for repeated courses, provided, however, the total number of class hours for which an apprentice shall be compensated shall not exceed the required number of hours required in the Schedule of Work Processes.

When apprentices are required to attend Related Training Instruction (RTI) on a contractual company holiday which falls on their regularly scheduled work day, they will be provided the opportunity to convert the holiday pay into PAA hours. The apprentice must submit a request for conversion in advance of the holiday on which they are attending RTI.

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(A-020) Technical Training Facilities

The FCA US LLC - UAW National Apprentices Committee (FUNAC) will determine the appropriate facilities for conducting the classroom work provided in the Schedule of Work Processes. In applying this policy, it is understood that the Company will make the final decision if an agreement can not be achieved. Journeymen in the following classifications shall be counted in determining the number of apprentices in a given department who will be in training in a particular trade:

Electrician

- Electrician
- Welder Equipment Repair
- ~~Industrial Controls~~

Millwright

- Millwright

Pipefitter -- Plumber

- Pipefitter

Machine Repair

- Machine Repair

Tool Maker

Die Maker

Metal Model Maker (Salaried)

Metal Pattern Maker (Salaried)

Wood Pattern Maker (Salaried)

Die Design (Salaried)

Tool Design (Salaried)

from 10/16/23
 [Handwritten initials and signatures: HW, R, mc, CW, JW, mw, gm]

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(S-003) Journeyman

(a)--Upon completion of the FCA US LLC Apprentice Training Course, an apprentice shall immediately become a Journeyman and shall be given a seniority date as set forth in Section (12) -- Seniority, of the Supplemental Agreement Special Provisions Pertaining to Apprenticeship and Apprentice Standards.

A graduate apprentice shall become a Journeyman in each related apprenticeable skilled trades classification for which he became fully qualified during his apprenticeship.

(b)--An employee who is not a graduate apprentice shall not hereafter become a Journeyman except as provided in Section (4) of this Agreement.

(c)--A Journeyman in one classification who is assigned to work in another related classification (J-1) shall not exercise his seniority against a Journeyman in the other classification unless and until he has also become a Journeyman in that classification by accumulating three (3) years' experience in it. However, if a Journeyman has at least three (3) years of verifiable Journeyman credentials in the related classification in which he would otherwise be assigned as a (J-1), he shall be able to exercise his seniority against a Journeyman in the other classification. Further, an eligible seniority skilled trades employee, who was laid-off and assigned to such a J-1 status may, prior to attaining exercisable seniority in his current classification, request a transfer back to his former skilled trades classification provided that:

- an open position in that employee's former skilled trades classification exists at his current work location or at his home location from which he was most recently transferred to his current position, and
- the skilled trades opening is in a base and non-eliminated skilled trade classification, and
- there are no greater seniority employees in that trade currently on layoff or skilled trades employees placed and working in production jobs in the same Labor Market Area who would have placement rights to the opening, and

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- there are no other employees with superseding contractual rights to that open position (such as Return to Home Plant), and
- ~~the transferring employee has sufficient skills to perform the duties of the open position, and~~
- ~~Corporate Employee Relations and International Union approve the transfer, and~~
- such transfer does not adversely affect the efficient operations in any of the affected work areas. All disputes on adverse impact to operations will be escalated to Corporate Employee Relations and International Union Skilled Trades Representative

If the transfer request is approved, the employee will transfer to the open position with the seniority he had in his former skilled trades classification at the former location as if he was placed under section (64) or in the case of returning to his home plant in accordance with M-11.

(d)--A Journeyman shall not be laid off in his department while there is work he can do and Temporary Employees are retained on such work. An apprentice shall not be laid off while Temporary Employees are retained in his trade. When there is an increase in force after a layoff, apprentices shall be recalled before Temporary Employees up to the ratio agreed upon prior to the layoff provided the available work is expected to continue for four (4) or more weeks.

(e)--As expeditiously as possible, consistent with continued efficient and orderly operation of the plant, but in any event within thirty (30) days, a Journeyman laid off from a department shall be transferred with his full seniority to a job in a classification in which he is a Journeyman held by a Temporary Employee or a Journeyman with lesser seniority in other departments of the plant.

(f)--As expeditiously as possible, consistent with the efficient and orderly operation of the plant, but in any event within thirty (30) days, a Journeyman laid off from the plant, who prior to becoming a Journeyman was a Permanent Employee in a non-apprenticeable skilled classification, may exercise in the non-apprenticeable classification the seniority he acquired as a Journeyman.

Done 10/10/23
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Employee Assistance Program Representative

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

(3) Employee Assistance Program Representative

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

For each FCA US LLC plant, including Chrysler Technology Center and Chelsea Proving Grounds, the Vice_President and Director of the ~~Chrysler-Stellantis~~ Department of the International Union, UAW may appoint an Employee Assistance Program (EAP) Representative from among those employees who have seniority under the National Production and Maintenance, Office & Clerical, Engineering or Parts Depot Agreements and who at the time of the appointment are at work in the plant in which ~~he~~ they is-are to function. In addition, the Vice President and Director of the ~~ChryslerStellantis~~-UAW Department may appoint, in each facility, an alternate EAP Representative to perform the duties of the EAP Representative in their absence. For Parts Distribution Centers, the EAP Representative and the alternate shall not be out of the plant and off the floor at the same time. The Vice_President and Director of the Union's ~~ChryslerStellantis~~ Department will advise Corporate Employee Relations in writing of the names of the appointees and the plant to which each is assigned. No EAP Representative shall function as such until the Company is so advised. The EAP Representative shall serve an indefinite term and shall be replaced only with the concurrence of the Joint Activities Board.

The maximum number of hours per week in which the EAP Representative of each plant will be allowed to perform ~~his~~ their functions shall be determined on the basis of the number of UAW-represented employees in his plant in accordance with the following schedule:

Number of Employees	Hours off Job Per Week
600 or More	40
250 to 599	8
Less than 250	4

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

The Joint Activities Board will review the allocations of hours as set forth in the table above six (6) months from the effective date of the National Production and Maintenance Agreement and will make whatever adjustment in hours that is necessary.

1. The duties of the EAP Representative, working with a designated management representative, are to:

- assist in the identification, education, referral and follow-up of employees with problems which adversely affect job performance and/or attendance relating to alcohol and drug dependencies, emotional disorders, personal, or family problems while assuring requisite confidentiality standards are observed;
- maintain confidential records as defined by the **UAW-Chrysler National Training Center**, and submit completed monthly reports within two weeks following the end of the month.
- act as liaison with appropriate members of line supervision, labor relations, plant medical, other union representatives, and with the mental health/substance abuse managed care program;
- assist in evaluating the effectiveness of various programs, plans and services;
- participate in and conduct, as requested by the **National Training Center**, formal employee assistance, Critical Incident Response Procedure (CIRP), Workplace Violence Prevention training/instruction programs and review and make recommendations to the management representative concerning program content;
- assist in coordinating and implementing various local program applications and related services available under the Employee Assistance Program, including facilitation of Critical Incident Response Procedure, and membership on the Workplace Violence Prevention Local Response Team.
- comply with all requirements as outlined in the **UAW-Chrysler National Training Center** Employee Assistance Program Standards.

2. The **UAW-Chrysler National Training Center** will provide training or instruction deemed necessary to qualify the EAP Representatives and alternate EAP Representatives to satisfactorily perform their duties relating to the Employee Assistance Program.

3. EAP Representatives shall be subject to the following:

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(a) It is understood that the EAP Representative for each plant who does not qualify under the schedule herein to perform his functions forty (40) hours per week, has a regular job to perform and that he will advise his Supervisor on each occasion when it is necessary for him to leave his regular job in order to function as an EAP Representative.

(b) It is understood that the EAP Representative will be paid only for such time spent in performing his functions as occurs during the time when he is otherwise scheduled to work.

(c) When the EAP Representative is permitted less than forty (40) hours a week away from work, the designation of such time shall be made by mutual agreement between the Labor Relations Supervisor or his designated representative and the EAP Representative.

(d) The EAP Representative will not be scheduled for Saturday, Sunday, holiday or daily overtime work except as a regular employee in his department and when so scheduled shall not perform his function as an EAP Representative.

(e) The privilege of the EAP Representative to perform his duties during regular working hours without loss of pay is subject to the conditions (i) that hours off the regular job are to be preplanned and mutually agreed upon with the Labor Relations Supervisor or his designated representative, (ii) that the time be devoted to the prompt handling of matters which are proper pursuant to the terms of the Employee Assistance Program and the privilege shall not be abused, (iii) that if it is necessary for an EAP Representative to speak to an employee, prior arrangements will be made with the employee's Supervisor to do so, and (iv) that the EAP Representative will do the work to which he is assigned at all times except when it is necessary to leave his work to handle his duties as the EAP Representative.

(f) The EAP Representative shall be assigned to the first shift and shall be subject to the provisions of Section (19) of the National Production and Maintenance Agreement or the appropriate applicable section of the Office & Clerical, Engineering or Parts Depot Agreement. By mutual agreement with the Labor Relations Supervisor or his/her designated representative, the EAP Representative may adjust his starting time to be available to perform his/her duties on the second or third shift, in which case Sections (86) and (87) or the appropriate applicable Section of the Office & Clerical, Engineering or Parts Depot Agreement shall not be applicable to him.

(g) Each plant will make available to the EAP Representative an office and related equipment which allows for the conduct of confidential matters relating to the Program.

The parties agree to require all EAP Representatives to participate in appropriate Training and Skill Development activities leading to certification.

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell Rich Boyer

Handwritten signatures and initials:
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Commitment to Quality & Productivity

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

(16A) Commitment to Quality & Productivity

International Union, UAW

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

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

During the course of the ~~2019~~ 2023 Negotiations, the parties discussed the significant challenges that Mopar faces from both internal and external forces and that Mopar is increasingly being challenged to substantially improve the cost structure and enhance service quality and productivity.

In recognition of the importance of Mopar's Quality and Productivity Policy (having the right part or product at the right place, at the right time), the parties agreed that the Joint Leadership must provide a means to conduct quality and productivity awareness reviews of individual employee performance.

To effectively help in the recognition of good performance and identification of improvement opportunities, a standardized review process has been developed utilizing ~~WGL~~ benchmark methodology and tools. This Quality / Performance Recognition Process will help each PDC's Joint Leadership team manage the Quality and Performance components at our PDC's.

A recognition process and corrective action will be implemented to support employee accountability and continuous improvement at all of our PDC's utilizing Team Leaders, an employee suggestion database, and benchmark ~~WGL~~ methodology and tools.

It is critical that all Mopar locations fully utilize this process to ensure Mopar's quality of shipments and productivity are at Industry Benchmark Levels. The Company affirms that warehouse management systems are not to be used solely as the basis for disciplinary action and discipline is intended to be corrective and not punitive in nature.

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WLB me
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Any administrative or implementation issues may be forwarded to the ~~World Class Logistics~~ Steering Committee for resolution.

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

Accepted and Approved:

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

9-6-23
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Americans with Disabilities Act of 1990, Vocational Rehabilitation Assistance Act of 1973 and the Vietnam Era Veteran's Readjustment Act of 1972 and 1974

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

(20) Americans with Disabilities Act of 1990 as amended, Vocational Rehabilitation Assistance Act of 1973 and the Vietnam Era Veteran's Readjustment Act of 1972 and 1974 and the Uniformed Services Employment and Reemployment Rights Act of 1994

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

The Company has a continuing policy of providing equal employment opportunity in conformance with the Americans With Disabilities Act of 1990 as amended, Vocational Rehabilitation Assistance Act of 1973 and the Vietnam Era Veteran's Readjustment Act of 1972 and 1974 and the Uniformed Services Employment and Reemployment Rights Act of 1994 and will make reasonable accommodations in accordance with these laws. The Union also has long recognized the practical and moral value of these policies. Accordingly, it is agreed that, notwithstanding the provisions of Section (57) of the National Production and Maintenance and Parts Depot Agreements, and any Local Supplemental Agreement negotiated pursuant thereto:

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

2. If there is no such job in histheir department or division and there is a job hethey can perform in the plant, consistent with histheir assigned physical restrictions, hethey will be placed on that job in accordance with histheir seniority. At no time shall such placement violate other employees' seniority rights.

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

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

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

Accepted and Approved:

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

8-8-23 SC LW AB
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Personal Information Security

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

(23) Personal Information Security & Employee Privacy

International Union, UAW

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

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

During these National Negotiations, the Union raised the subject of personal privacy. The Company reassured that it places as much importance on the confidentiality of personal data concerning employees as does the Union. In this regard, the Company will continue to protect and respect the confidential nature of all personal information. Both the Company and the Union agreed that the collection and dissemination of all such data must be related to the legitimate needs of the business or as required by any local, state or federal law, regulation, or court order.

Specifically, during these National Negotiations, the Company reaffirmed its commitment to protect the personal privacy of employees by restricting the availability of their social security numbers to authorized persons only. Accordingly, the Company successfully implemented and has used a CID program that provides all employees with personal ID numbers to be used in lieu of social security numbers. The Company will continue to maintain the CID system.

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

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
~~Mrs. Cynthia Estrada~~ By Rich Boyer

9-8-23 sc HRB
RB LW
JLF Mr. Boyer RW

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CO JPH 9/6/23



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Discontinued Classifications – Classifications With Reduced Numbers of Employees

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

(41) Discontinued Classifications -
Classifications With Reduced Numbers of Employees

International Union, UAW

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

Dear ~~Sirs:~~ Mr. Boyer:

In the negotiations leading to the ~~1999~~ 2023 collective bargaining agreement dated today, the Union expressed its concern about the Journeymen or Permanent Employees whose classifications have either been discontinued, or the numbers of employees needed in a classification is being reduced due to technology.

When the discontinuance, or reduction of employees needed due to technology, of any skilled trades classification results in the elimination of work opportunity for the affected employees, at the request of the International Union, UAW, the Company ~~will~~ shall place affected employees as J-1 or P-1 status into a related classification in seniority order when an opening occurs. consider the experience acquired in the affected classification in determining the right of any such employee to exercise seniority in another skilled trades classification.

Very truly yours,
~~DAIMLERCHRYSLER CORPORATION~~ FCA US LLC
By ~~T. Gallagher~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Stephen P. Yokich~~ Rich Boyer

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FCA US LLC

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Skilled Trades - Broken or Damaged Tools

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

(46) Skilled Trades - Broken or Damaged Tools

International Union, UAW

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

Dear ~~Sirs:~~ Mr. Boyer:

During the negotiations of the ~~2015~~ 2023 Production, Maintenance and Parts Agreement, the Company reaffirmed its commitment for the replacement of personal tools of Skilled Trades employees broken or damaged on the job.

The Company informed the Union that the practice will continue during the term of the ~~2015~~ 2023 Production, Maintenance and Parts Agreement whereby the Company will repair or replace tools broken on the job by hourly Skilled Trades employees provided there is no evidence of employee negligence, abuse or improper usage, ~~with the following limitations:~~

~~1) The maximum amount expended for the repair or replacement of any one tool shall not exceed \$450.00, and~~

~~2) The maximum amount expended at each plant in each year of the 2015 Production, Maintenance and Parts Agreement shall not exceed an amount equal to \$10.00 multiplied by the total number of hourly Skilled Trades employees on the active roll at the plant in the last pay period ending in the month of June preceding the beginning of each year of the Agreement.~~

The local plant will be required to establish a repair or replacement of broken tool procedure whereby the Maintenance Center Manager (or designee) and skilled trades employees may arrange for the repair or replacement of broken tools. ~~Any costs above \$450.00 for the repair or replacement of a broken tool will be the responsibility of the skilled trades employee.~~

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

Accepted and Approved:

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

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Placement of Skilled Trades Employees

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

(49) Placement of Skilled Trades Employees

International Union, UAW

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

Dear ~~Sirs:~~ Mr. Boyer:

During negotiations leading to the ~~2015~~2023 National Production and Maintenance Agreement, the Union expressed its concern over placement opportunities for laid off skilled trades employees. In response to this concern the Company informed the Union that ~~laid-off~~ journeymen and permanent employees that are laid off or working in production qualified to perform the available work will must be given ~~consideration an opportunity~~ for placement into an opening in a related skilled trades classification in a plant in the same labor market area before any new employees are hired.

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

Accepted and Approved:

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

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Outside Contracting Review Team

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

(50) Outside Contracting Review Team

International Union, UAW

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

Dear ~~Sirs~~: Mr. Boyer:

During these Negotiations the parties discussed at great length matters pertaining to outside contracting notification. Specifically, the Union expressed concern over the failure on the part of certain local managements to follow the advance notification and discussion provisions of Letter 34 - Utilization of Skilled Trades Manpower and Facilities, and Letter 48 - Skilled Trades Outside Contracting. In particular, the Union cited many instances where "minor" in-house non-project work was performed by outside contractors and the local union was not afforded the opportunity to discuss with management outside contracting arrangements due to "time and circumstance" preventing advance notification.

The parties agree and reaffirm that meaningful discussions can only occur between Management and the Union when the outside contracting arrangement is known in a timely fashion. Commencing January 2016 the Skilled Trades Committeeperson and Maintenance Manager will jointly report on the compliance status of the Outside Contract Review Process at the Local World Class Participation Meetings (LWCP). Likewise, it is understood by the parties that emergency situations will arise where time and circumstances may prevent advance notification and discussion.

The parties recognize there is a need for constructive progress in communication for a complete understanding and cooperation of our contractual requirements in this regard. Therefore the parties agree that an Outside Contracting Review Team be established on the local plant level consisting of the Plant Human Resources Manager, the Plant Manufacturing Engineering Manager, the Local Union President and the Local Skilled Trades Committee Representative. The Outside Contracting Review Team shall meet in person and at least on a monthly basis to review current maintenance and construction programs and plans for the facility. The plant shall maintain and provide an updated listing of Outside Contractors. Tool and Die plans will be reviewed at the plant level following program approval and announcement. The review process will be a positive approach for sharing information on manpower skills, equipment, and facilities available to do the work competitively in quality, cost and performance,

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and within the projected time limits. At the meeting the Local Union will be provided a copy of tentative appropriation requests. Recognizing the tentative and confidential nature of such appropriation requests, the members of the Outside Contracting Review Team will maintain the information contained in such appropriation requests in the strictest confidence. Furthermore, to address concerns at the Warren and Sterling Stamping Plants, along with Mt. Elliott Tool & Die Manufacturing, tentative new model stamping tool and die construction plans will be shared at the local level by the Plant Manufacturing Engineering Manager or his/her designee with the skilled trades committeeperson.

In a further effort to ensure all relevant considerations have been reviewed by the Company and Union prior to letting an outside contract for the performance of skilled maintenance and construction work, the parties have prepared a Checklist (Exhibit 1) to guide the local review of potential outside contracting matters. The checklist is to be used in conjunction with the Outside Contracting Review Team Meetings and is intended to assist in the advance discussion of projects or work historically and traditionally performed by skilled trade employees, other than those of an emergency nature and those projects otherwise covered by the Memorandum of Understanding M-1 (Sourcing). The Checklist will be utilized as a planning tool to ensure that those relevant factors related to outside contracting are fully considered prior to a decision to let work to an outside contractor.

Furthermore, an "Appropriation Request Advanced Discussion Validation Sheet" (Exhibit 2) will be incorporated into the process for all projects. For major new model projects, a meeting will be held at a mutually agreed upon location with the appropriate parties.

In addition, the Employee Relations Department and International UAW will provide an updated communication reminding all plants of the purpose of the Outside Contracting Review Team and its requirements to be completed by end of 1st quarter 2016.

The National Parties will meet no later than the 1st quarter of 2016, to discuss the Outside Contracting Review Team training plan.

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

Accepted and Approved:

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

Exhibit 1
 OUTSIDE CONTRACTING REVIEW TEAM
 TENTATIVE APPROPRIATION REQUEST CHECKLIST

PROJECT TITLE _____ PROJECT # & REQ # _____

The following Checklist has been developed by the parties for use during Outside Contracting Review Team meetings as a planning and communication tool to ensure that relevant factors related to outside contracting are fully considered prior to a contract being let to an outside contractor.

Advance Notification and Clearance Procedure – Letters 34/48/50/209 – P & M	√	Notes
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1. Has a tentative appropriation request been presented in person to the Local Union?		
2. Has the Union been provided advance written notification prior to letting the contract?		
a) Has the general nature and scope of the project been disclosed? Is the project CWO or plant expense?		
b) Has an estimate of the trades and manpower required been discussed?		
c) Have the approximate start and ending dates of the project been provided?		
d) Has the Union been informed why the services of an outside contractor are being contemplated (cost, equipment, skills, manpower, etc)?		
3. The conditions and limitations as set forth in all Agreements between the UAW and FCA US LLC.		
a) Are there any specialized work skills needed?		
b) Is specialized equipment required?		
c) Taking into consideration the primary mission to support production, are there any early outside contracting project related opportunities available such as equipment removal, site preparation and new equipment training?		
d) Have the provisions of Letter (34) – Utilization of Skilled Trades Manpower and facilities been taken into consideration specifically as it relates to tool and die contracting?		
e) Have quality, cost and performance factors been considered?		
f) Whether skilled trades employees are on layoff?		
4. Has the Union been afforded an opportunity to comment on the Company's plans and have the Union's comments been given consideration?		
5. Has the FCA Advance Manufacturing Engineering Group been involved?		

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6. What part of the project will be performed by FCA workforce, if any?		
7. Does the project include a cancellation clause?		
8. Will the contemplated contractor be performing the work on overtime during the workweek?		
9. Will the contemplated work be accomplished during the workweek or on the weekend?		
10. Has the requisite number of plant skilled trades employees available and/or willing to work overtime which may be required to complete the project under review been considered?		
11. Are the affected trades working overtime during the term of the project?		
12. What number of affected trades will be assigned to work along with the outside contractor, if any?		
13. Is a Skilled Trades Project Coordinator appropriate to oversee the contemplated project?		
Warranty and Service Contracts – Letter 212		
14. Has a warranty been provided in association with the purchase of equipment and the length of the warranty discussed?		
15. If extended warranty arrangements from the vendor are contemplated, has the Union been informed of the rationale for the extended warranty?		
16. If a service contract is contemplated, has the service contract proposal been discussed in accordance with Letter (34)?		

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Human Resource Representative _____ Date _____

Maintenance / Engineering Representative _____ Date _____

Union Representative* _____ Date _____

* Signature indicates acknowledgement of receipt.

Exhibit 2

APPROPRIATION REQUEST ADVANCED DISCUSSION VALIDATION SHEET

Plant Name: _____

Appropriation Request No: _____

Appropriation Request Title: _____

The undersigned have reviewed the above mentioned Appropriation Request and agree that:

Check Which Applies

Advanced Discussions were not required at this time.

Advanced Discussions were held between Plant Management and the Skilled Trades Committeeperson.

Plant Manufacturing Engineering/Facilities Manager _____ Date _____

UAW Skilled Trades Committeeperson _____ Date _____

Plant Human Resources Manager _____ Date _____

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Union Leave of Absence

~~October 28, 1985~~ September xx, 2023

(68) Union Leave of Absence

International Union, UAW

Attention: ~~Mr. Marc Stepp~~ Rich Boyer

Dear ~~Sirs~~ Mr. Boyer:

During recent collective bargaining negotiations, we discussed with your Union certain abuses of Section (80), Leaves for Union Business. These abuses include, but are not limited to: requesting excessive numbers of employees to be excused, untimely written requests to the Labor Relations Supervisor and requests for reasons subsequently determined to have been for other than Union Business.

The parties agreed such abuses are disruptive to the Corporation's plant operations Company, detrimental to the relationship of the parties, and are not condoned by the International Union.

Accordingly, any request for approval of Union Business Leave under Section (80) must be submitted in writing to the Labor Relations Manager or their designee at least forty-eight (48) hours in advance of the first day of the leave. This requirement for advanced notice can be shortened or waived at the discretion of the Labor Relations Manager.

When the Plant Management believes that the actions of the Local Union are inappropriate in this regard, Management's objections shall be presented in writing to the Local Union President. In the event the matter is not resolved, it may be referred to the Corporate Labor Relations Department for review with the International Union which shall use its best efforts to prevent the recurrence of such abuses.

Very truly yours,
CHRYSLER CORPORATION FCA US LLC
By ~~Thomas W. Miner~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Marc Stepp~~ Rich Boyer

9/6/23 [Handwritten initials: RB, BC, LW, JL, Jrx, RB, J, MG] 57

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P M & P / LMA

Plant Vacation Shutdown U.S. Plants

~~December 15, 2019~~ September xx, 2023

(69) Plant Vacation Shutdown U.S. Plants

International Union, UAW

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

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

This will confirm our understanding that a plant shutdown for vacation purposes for one (1) week may be scheduled at plants of the Company where schedules and operating conditions permit. Assembly Plants that have an identified launch may schedule up to two (2) Plant Vacation Shutdown Weeks. Such a launch shutdown may take place anytime during April through November or with the Local Union's agreement, during other week(s) more advantageous to plant operations. The National Parties may also approve certain week(s) that are beneficial to both employee and business needs. The provision of Section 79 (c) stating that, approved vacation time off will not be changed without the consent of the employee, shall not apply to any vacation shutdown periods. (Employees will not be eligible for Supplemental Unemployment Benefits (SUB) or state unemployment benefits during the first weeks ~~so~~ designated as vacation shutdown; however, shall be entitled to (SUB) pay for any additional shutdown time. Employees may apply for State Unemployment Benefits for any amount of the vacation shutdown period for which they were not eligible for payment in lieu of vacation consistent with Section (104)(a)).

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

Unforeseen circumstances may require subsequent changes and such changes will be reviewed with the Local Union as soon as practicable. In the event a vacation shutdown week is canceled at least 30 days prior to the scheduled shutdown week, impacted employees may volunteer to keep the week as a leave of absence under the condition that sufficient supplemental employees are available to replace employees making such

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election. A scheduled vacation shutdown may not be canceled within 30 days of such shutdown.

Notwithstanding the time of payment provisions in Section (104)(d) of the National Production and Maintenance and Parts Agreements, if a vacation shutdown is scheduled at a plant, employees at the plant not selected to work during the shutdown period shall have their basic payment in lieu of vacation with pay entitlement under Section (104) of the Agreement paid to them at the time of the shutdown in an amount not to exceed the number of weeks of the shutdown and shall take their vacation leave of absence. However, employees may elect to receive their basic payment in lieu of vacation entitlement in May and it is understood that employees electing this payment option will be considered to be on vacation during the designated vacation shutdown and will be ineligible for SUB or state unemployment benefits. Their basic payment in lieu of vacation with pay shall be computed in accordance with the provisions of Subsection (104)(d)(i).

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

Accepted and Approved:

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

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Pay Practices

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

(73) Pay Practices

International Union, UAW

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

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

The Company's interpretation of the applicable sections of the Agreement are as follows:

1. Premium Pay. Section (86) provides:

"Time and one-half will be paid as follows, except as provided in Section (88):

"Time and one-half will be paid after forty (40) compensated hours in the work week. Credit towards the forty (40) compensated hours will be provided for verified hours on an approved Union Leave of Absence. Premium payments in accordance with Section (86) will be paid for time worked on Saturday provided the employee has otherwise worked at least forty (40) compensated hours during the work week in which the Saturday occurs."

Section (87) provides: "Double time will be paid as follows except as provided in Section (88): (a) For time worked on the calendar Sunday."

Compensated Hours for overtime calculation purposes are defined as:

- Straight-time hours
- Straight-time holiday hours as designated in accordance with Section (95)(a)
- Paid Absence Allowance (PAA) as designated in accordance with Section (104), not to exceed regularly scheduled work hours
- Bereavement pay in accordance with Section (81)
- Jury duty pay in accordance with Section (82)
- Short-term military duty pay in accordance with Section (83)

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- Compensated short work week hours in accordance with Exhibit D
- Scheduled vacation hours in accordance with Section (104), not to exceed regularly scheduled work hours
- Short-term paid absences of less than five (5) days where sickness and accident benefits were paid in accordance with Exhibit B

Compensated hours exclude:

- Personal Absence Allowance (PAA) hours used in accordance with Letter (216) Saturday Paid Absence Allowance Requirements, unless Saturday is a regularly scheduled work day in accordance with Letter (246) Alternative Work Schedules
- ~~Basic Payment in Lieu of Vacation payment in accordance with Letter (85)~~
- Premium Holiday Hours in accordance with Section (87)(b)

A representative of the ~~UAW-FGA-Stellantis~~ Department and a representative of the Wage and Salary Administration Staff may discuss concerns raised in the application of compensated hours.

In interpreting Section (86) and Section (87), it is understood that it is not the intent to provide an employee a greater premium pay entitlement than in the 2007 Agreement. The primary purpose of the 2009 modifications is to encourage better attendance and to ensure hours of absences are worked before premium pay shall apply.

2. Seven-Day Operations. Section (88) of the Agreement now provides:

"Employees working on what are normally classified as seven-day operations will not be paid overtime or premium pay in accordance with Sections (86) and (87) above, but will be paid as follows:

"(a) -- Time and one-half for hours worked in excess of eight (8) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift or in excess of forty (40) hours per week.

"(b) -- Time and one-half for time worked on the sixth (6th) day of the employees scheduled workweek.

"(c) -- Double time for time worked on the seventh (7th) consecutive scheduled day whether or not the seven consecutive scheduled days fall in the same workweek.

"(d) -- For the purposes of Subsections (b) and (c), a holiday specified in Section (95) for which an employee receives holiday pay or on which he performs work will be considered as a day worked. Notwithstanding the provisions of Section (90), a holiday counted in determining an employee's eligibility for payment pursuant to Subsection (b) may also be counted in determining the same employee's eligibility for payment pursuant to Subsection (c).

"(e) -- Double time for time worked on any of the days on which any of the designated full holidays are observed, in addition to his holiday pay under Section (101).

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"(f) -- Time and one-quarter for time worked on a Sunday that is not compensable at a higher overtime rate under any other provision of this Agreement."

An employee who performs maintenance duties in the powerhouse and who is normally scheduled to work Monday through Friday, and an employee, who is assigned to attend or maintain an auxiliary equipment installation that operates in conjunction with five-day operations, shall not be deemed to be working on an operation covered by Section (88); provided, however, that employees who were receiving ten cents (10¢) per hour and were red-circled in accordance with the National Production and Maintenance Agreement, dated September 22, 1964 shall continue to receive this amount so long as they remain on their present job assignment.

3. Section (85), Shift Premium and Hours, provides:

"(a) -- Employees regularly employed on the second or third shift shall receive in addition to their regular pay for the pay period five (5) percent and ten (10) percent, respectively, additional compensation.

"(b) -- The first shift is any shift that regularly starts on or after 4:00 a.m. but before 11:00 a.m. The second shift is any shift that regularly starts on or after 11:00 a.m. but before 7:00 p.m. The third shift is any shift that regularly starts on or after 7:00 p.m. but before 4:00 a.m."

Hourly employees who are scheduled to work and work a shift other than their regularly scheduled shift, will receive the premium provided in Section (85).

For example, an employee is normally scheduled to work 7:00 a.m. to 3:30 p.m. On Friday he is scheduled to work and works a shift from 3:30 p.m. to 12:00 midnight. He will receive second shift premium for those hours on Friday.

First shift employees who are scheduled to work and who do work additional hours in advance of their regular shift starting time will receive the shift premium applicable to their advanced starting time for all hours worked on such shift.

For example, a first shift employee is normally scheduled to work 7:00 a.m. to 3:30 p.m. On Friday he is scheduled to work and works a shift from 3:00 a.m. to 3:30 p.m. He will receive third shift premium for those hours on Friday.

4. This letter replaces the letters of understanding between the Company and the Union dated November 1, 1955, October 31, 1956, November 2, 1961, September 22, 1964, November 10, 1967, January 20, 1971, September 21, 1973, October 25, 1979 and October 14, 1996.

5. These interpretations shall be effective with the effective date of the National Production and Maintenance Agreement dated today and shall apply during the term of said National Agreement.

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

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

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Product Purchase Program

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

(96) Product Purchase Programs

International Union, UAW

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

Dear ~~Sir:~~ Mr. Boyer:

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

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

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

Accepted and Approved:

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

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Employee-Retiree New Vehicle Purchase / Lease Programs

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

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

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

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

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

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

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

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

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holiefield Rich Boyer

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Tuition Assistance Plan

~~October 29, 2007~~ September xx, 2023

(106) Tuition Assistance Plan

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

~~During current negotiations, Chrysler FCA US LLC and the UAW reaffirmed the necessity of providing active and temporarily laid-off seniority employees opportunities for education and training to develop job skills and competencies to improve their potential for job advancement within FCA. These efforts will enable them to either reenter the work force or enhance their development.~~ Accordingly, the parties hereby agree to continue the Tuition Assistance Plan for all qualifying employees who wish to pursue further education and training. ~~The plan is designed to help workers:~~

- ~~— who are laid off to improve their chances for reemployment;~~
- ~~— or who are on the active roll to enhance their opportunities for advancement.~~

Under this Plan, qualified employees are ~~able~~ eligible to receive assistance in the form of up-front payment ~~for job related degree-seeking courses at licensed or nationally or regionally accredited schools, such as colleges, universities, proprietary schools or vocational institutions. The Plan permits workers to select many types of vocational training or education, for their situation and goals. Degree programs are subject to approval by the UAW/Chrysler National Training Center. FCA Tuition Plan Administrators. Additionally, FCA and the UAW will continue to jointly identify courses of study for certificate programs associated with appropriate joint programs offered.~~

Courses

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

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~~— Certain job-related seminars, correspondence, and home study programs may be considered for approval according to specific guidelines developed by the National Training Center.~~

Schools

Acceptable schools are those approved by the UAW/Chrysler National Training Center including, but not limited to, those generally recognized by accrediting agencies or under governmental education agencies.

Prior Learning Credits

Costs to obtain college credit for work experience or for in house sponsored training programs are appropriate charges against the Tuition Assistance Program.

Funding

The Plan shall be funded by the UAW/Chrysler National Training Center.

Administration

The Plan will be jointly administered by the UAW/Chrysler National Training Center.

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

The National Training Center has the authority and discretion to interpret the terms of the Plan under the provisions of the Memorandum of Understanding on ~~Joint activities~~ FCA-UAW Center for Employee Development (M-914). This authority includes, but is not limited to, the authority and discretion to approve schools and courses under the Plan and to issue guidelines interpreting the Plan.

~~TUITION ASSISTANCE PLAN FOR ACTIVE WORKERS~~

Eligibility

~~The participant must be~~ Eligible employees are defined as a UAW represented ~~Chrysler~~ FCA employee on the active employment rolls or on temporary layoff with seniority under the terms of the current ~~Chrysler~~ FCA US LLC/ UAW National Agreement. Employees must be on active roll or on temporary layoff for the duration of the course term. However, employees who are attending a degree seeking program and become temporarily disabled due to a compensable occupational injury may be entitled to utilize the applicable Tuition Assistance to enroll in one additional college term. ~~Also included are~~ Also included are eligible UAW represented FCA employees on Military Leave of Absence or who have been appointed or elected as union officials on leave of absence under Section (80)(a)(i) of the National Agreement.

Supplemental Employee Eligibility

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

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1) must have actually worked ninety (90) days prior to utilizing the TAP benefit

2) must remain actively working while utilizing the TAP benefit

Type of Assistance

The Plan will provide for tuition and/or compulsory fees to be paid directly to the school providing the course in which the applicant intends to enroll. There shall be no duplication of tuition or fees already covered by state or federal education assistance plans or programs.

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

~~— \$5,000 per year for courses at regionally accredited colleges or universities~~

~~—— Included within the \$5,000 will be up to \$200 per year reimbursement for degree-related books. Upon conclusion of these negotiations the parties will jointly develop a process, determine guidelines, and identify an implementation date for employee book reimbursement.~~

~~—— \$2,050 per year for other job-related courses~~

~~—— \$1,500 per year for courses taken for personal development, not related to the employee's current job assignment, through acceptable schools including those accredited by recognized accreditation agencies, those approved by Government Education or Training Programs, or certain specified others.~~

Advance Payment

~~—— Employees enrolled in degree programs through accredited institutions, who exhaust the current year tuition eligibility, may utilize up to \$1,000 of the following year's eligibility to cover appropriate expenses:~~

~~—— The payment of up to \$1,000 will occur automatically when the request for tuition assistance exceeds the current year eligibility.~~

~~—— Advance payment is not available in the last calendar year of the Agreement, and does not expand tuition assistance.~~

~~—— Employees participating in more than one of the above categories of tuition assistance will not be eligible to receive more than a combined total of \$5,000 per calendar year.~~

~~—— Additionally, the spouse and dependent children of a deceased active employee will be entitled to utilize the remaining balance of the employee's annual Tuition Assistance eligibility for college or educational pursuits during a period equal to the length of the present Agreement following the date of the employee's death.~~

TUITION ASSISTANCE PLAN FOR LAID OFF EMPLOYEES

Eligibility

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~~— The participant must be a UAW represented Chrysler employee on indefinite layoff, who has recall rights under the terms of the current Chrysler-UAW National Agreement, and who had at least one year seniority as of the last day worked prior to layoff.~~

~~Type of Assistance~~

~~— The Plan will provide for tuition and compulsory fees to be paid directly to the school providing the course in which the applicant intends to enroll. There shall be no duplication of tuition fees already covered by other state or federal education assistance plans or programs. Maximum eligibility under this Plan is \$8,400 of tuition assistance while on indefinite layoff except as specified below. Eligibility is established by seniority as of last day worked prior to layoff as follows:~~

~~———— SENIORITY AS OF DATE OF LAYOFF~~

1 to 3 Years	\$6,400
3 to 4 Years	\$7,400
4 or more Years	\$8,400

~~— The above specified amounts shall constitute an account upon which the employee may draw so long as the employee retains recall rights while on indefinite layoff. Certain changes in employment status will affect eligibility. If recall rights are lost under the terms of the Chrysler-UAW National Agreement, or full-time employment is accepted that would pay wages comparable to those on the former job at Chrysler, or if similar training programs are provided by a new employer, eligibility will cease. Continued eligibility will depend upon satisfactory completion of courses in which the employee has enrolled and compliance with other provisions of the Plan. In no event shall total lifetime benefits to an indefinitely laid-off employee exceed \$8,400. The UAW-Chrysler National Training Center has the authority and discretion to interpret the terms of the Plan under the provisions of the Memorandum of Understanding on FCA-UAW Center for Employee Development. This authority includes, but is not limited to, the authority and discretion to approve schools and courses under the Plan, and to issue guidelines interpreting the Plan.~~

Very truly yours,
CHRYSLER FCA US LLC
By J. Franciesi Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holliefield Rich Boyer

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Employee Assistance Program

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

(109) Employee Assistance Program

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

FCA US LLC and the UAW continue to recognize that alcoholism and drug dependency are health problems which may be successfully treated, given early identification and appropriate rehabilitation therapy. Furthermore, as with alcoholism and drug dependency, emotional disorders and serious personal problems can adversely affect job performance.

It is in the Company's and Union's mutual interest to provide a framework within which UAW-represented FCA US LLC employees voluntarily and confidentially may seek professional counseling, treatment, family intervention, or other assistance and information about what benefits are available to address such problems. Similarly, it is in the parties' interests to generally encourage, educate and otherwise help employees pursue more healthful life styles, and expand educational opportunities in this area for the entire family. Working together the Union and FCA US LLC can achieve common goals in those areas. In this regard, the parties accordingly established a joint Employee Assistance Program under the UAW-Chrysler National Training Center (NTC).

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

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

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

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

The JAB will continue to direct and guide the development, administration, and delivery at the national level. The Board will continue to be comprised of equal numbers of representatives of the UAW and the FCA US LLC appointed respectively by the UAW Vice President and Director of the National Chrysler Department and the Company's Vice President, Employee Relations. The EAP process will function under the umbrella of the Local World Class Partnership Council (LWCPC) and under the joint guidance of the Plant/PDC Manager or Human Resources Manager, and the local union President. All program activities will be governed by the requirements outlined in the EAP Policy and Procedural Guidelines. The Plant/PDC Manager, or Human Resources Manager and the local union President will meet monthly with the EAP representatives to coordinate all EAP

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Program activities, including promotion of the program to employees, the training of supervisors and union representatives at their locations, and continuous improvement of the Program, consistent with the provisions of this letter and the guidelines established by the JAB. The EAP representatives will also participate in, and report data reflecting their activities, in a manner not to violate confidentiality, at meetings of the **Local World Class Partnership Council, (LWCPC)**.

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

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

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

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

Also, newly-appointed EAP representatives will receive a thorough orientation on the background, history, development and focus of EAP Program standards, as well as methods for coordinating a local EAP Program. To ensure that newly-appointed EAP representatives become proficient in EAP core technology, and are able to provide a professional level of service, they will be required to meet all **NTC**-approved EAP requirements for certification, within three (3) years of their appointment. Newly-selected EAP representatives must possess the skills necessary to take and pass such a certification examination. Failure to achieve such a credential within the allotted time period could result in the representative being removed from the Employee Assistance representative position by the UAW Chrysler

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Department. Newly appointed representatives will, where feasible, be selected two weeks prior to the departure of the preceding representative, for purposes of training and a smooth transition of responsibilities.

Confidentiality is a critical element in the success of an EAP Program. To preserve the integrity of the Program and employee trust, EAP representatives will adhere to professional standards of confidentiality, except where limited by federal, state, local or FCA US LLC rules and regulations regarding confidentiality, disclosure of client information, or threats. These limits will be explained to employees. Because violations of confidentiality may destroy a program at the local level, and embarrass and offend employees who have placed their trust in the EAP, proven violations of confidentiality by EAP representatives, either by omission or commission, will be taken seriously. If it is alleged that a violation has occurred, a joint investigation will be conducted, and appropriate action taken, up to and including termination of their appointment.

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

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

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

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

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell Rich Boyer

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Payroll Direct Deposit

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

(115) Payroll Direct Deposit

International Union, UAW

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

Dear Sirs:

Unless otherwise restricted by applicable state regulations, all payments to employees will be direct deposited in up to two (2) accounts to the bank or financial institution that the employee designates. Employees who do not provide the necessary information to implement the direct deposit process will be placed on a pay card system. If restricted by applicable state regulations, employees not electing direct deposit or pay card will have their paycheck mailed to their address of record. Pay statements are available for employees to view/and or print via the internet and computers. Kiosks are available locally for the purpose of viewing pay statements. The Company will pursue technical applications whereby employees may use their personal electronic devices such as cell phones to view and submit certain Payroll related requests.

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

Accepted and Approved:

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

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National Equal Application Committee

September 27, 1999 September xx, 2023

(116) National Equal Application Committee

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

The parties now recognize the desirability of increased communication and cooperative effort on this subject (i) to encourage employees and grievance representatives to use the grievance and arbitration procedure as the exclusive contractual method for the prompt resolution of all claims of denial of equal application rights or claims of sexual harassment, (ii) to determine the cause of such claims in order to reduce the probability of these claims arising or recurring, and (iii) to maintain liaison with appropriate federal, provincial and state civil rights agencies for the following purposes: (a) to increase understanding, (b) to promote and encourage the use of the contractual grievance and arbitration procedure in order to avoid multiplicity of litigation in many forums simultaneously which is frequently time consuming, contradictory and hence, nonproductive to relieving employee problems, (c) to seek solutions to mutual problems, (d) to relieve tensions in this area, and (e) to exchange information, expertise and advice.

Accordingly, the parties have established a National Equal Application Committee and Local Plant Equal Application Committees.

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The National Equal Application Committee will be composed of three (3) representatives of the International Union, one of whom will be a member of the International Union's Civil Rights Committee, or his designee, and three (3) representatives of the Corporation Company, one of whom will be active in the Corporation's Company's equal employment opportunity programs. The National Committee shall meet during January, April, July and November or at times mutually agreed upon, but no fewer than four (4) times a year, and its functions shall be the following:

- a.--Review and discuss ways and means of encouraging employees and grievance representatives to use the grievance and arbitration procedure as the exclusive contractual method to resolve claims of denial of equal application rights.
- b.--Advise and counsel Union and Corporation Company representatives on the Appeal Board, other than the Impartial Chairman, on grievances alleging such claims.
- c.--Conduct or arrange for investigations and/or studies into the cause of equal employment opportunity and discrimination problems and tensions in an attempt to prevent such problems from arising or recurring.
- d.--Maintain liaison with appropriate federal, provincial and state agencies for purposes set forth in the second paragraph of this letter.
- e.--Advise and counsel Local Plant Equal Application Committees.

At each plant or facility that the National Production and Maintenance Agreement covers, a Local Plant Equal Application Committee shall be established consisting of up to three (3) representatives of the Local Union and three (3) representatives of Plant Management. The representatives of the Local Union shall be limited to the Local Union President, or an Officer of the Local Union on a full time Leave of Absence For Union Business, the Chairman of the Plant Shop Committee, and the Chairman of the Civil Rights Committee of the Local Union or a designated representative. The representatives of Management shall be the Plant Manager, or his designated representative, and two (2) Plant Management representatives at least one of whom is active in the Corporation Company's equal employment opportunity program. Local Plant Equal Application Committees shall meet during January, April, July and November or at times mutually agreed upon, but no fewer than four (4) times a year. Copies of minutes from these meetings will be made available to the Union. Such Union representatives if not on a full time Leave of Absence For Union Business, and if working in the plant, shall receive pay from the Corporation Company at their regular hourly rates for time spent in such meetings or when jointly investigating and/or studying a complaint with a management member of the Local Plant Equal Application Committee, that they would otherwise have worked in the plant. Local Plant Equal Application Committees shall have the following duties:

- a.--Recommend to the National Committee ways and means of promoting use of the grievance procedure as the exclusive contractual method for resolving claims of denial of equal application rights.
- b.--Suggest guidelines for Union and Corporation Company representatives active in the grievance procedure in the proper and prompt handling of grievances alleging such claims.
- c.--Conduct or arrange for investigations and/or studies into the cause of equal employment opportunity and discrimination problems and tensions in an attempt to prevent such problems from arising or recurring.
- d.--Recommend to the National Committee means for determining the cause of equal employment opportunities and discrimination problems and tensions in the plant.

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The parties continue to recognize their legal and moral responsibility for assuring that all ~~DaimlerChrysler Corporation~~ FCA US LLC employees have equal employment opportunities and freedom from discrimination as set forth in Section (4) of the National Production and Maintenance Agreement. Consequently the function of the National Equal Application Committee and Local Plant Equal Application Committees shall be advisory, consultative and cooperative. While the ~~Corporation~~Company and the Union will welcome the recommendations the Committees may make, the Committees may not commit either party to a specific course of action. However, the Union agrees that it will discourage its members from bypassing the grievance and arbitration procedure with respect to any claim or complaint against the ~~Corporation~~Company which may be made the subject of a grievance under the contract.

Very truly yours,
DAIMLERCHRYSLER CORPORATION FCA US LLC
By ~~T. Gallagher~~Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By ~~Stephen P. Yokich~~Rich Boyer

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Discrimination and Harassment Prevention

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

(117) Discrimination and Harassment Prevention

International Union, UAW

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

Dear Sirs:

In accordance with FCA US LLC Policy 3-6 regarding Discrimination and Harassment Prevention, FCA US LLC is committed to providing a workplace that is free of discrimination and harassment. The Company expects that all persons in the workplace will be treated with dignity, their rights respected and their privacy maintained. Employees may obtain a copy of Policy 3-6 from their Local Human Resources Department.

Anyone who believes that he or she has been subjected to or witnessed activity or behavior in the workplace that violates this policy should make FCA US LLC aware of such conduct. A complaint may also be submitted to the EEOC (or similar state agency). Reports or complaints will not affect rights under any applicable collective bargaining agreement, including access to any grievance procedure. Notification within FCA US LLC should be made to:

EEO Compliance & Governance office; or

The Ethics Helpline at (1-800-543-1391)
and/or www.ethicshelpline.fcagroup.com or www.integrityhelpline.stellantis.com

The Local Human Resources Office;

or Management.

FCA US LLC's policy is to take discrimination and harassment complaints seriously. FCA US LLC will investigate all discrimination and harassment complaints in a timely and impartial manner. Moreover, FCA US LLC will use its best efforts to:

protect the privacy and reputation of all individuals concerned;

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maintain confidentiality throughout the investigation process and share information only on a need-to-know basis; and assure that persons against whom allegations are made are treated fairly.

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

Employees who violate this policy will be disciplined up to and including discharge.

The Company and the UAW are in agreement that complaints of sexual harassment should be dealt with promptly and fairly under existing internal procedures as provided under Section (4) of the National Agreement, Letter (116) and Appendix A, the joint UAW - Management Sexual Harassment Complaint Investigation Process.

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Norwood H. Jewell~~ Rich Boyer

Appendix A

Sexual Harassment Complaint Investigation Process

Complaints of sexual harassment originate via many different avenues, i.e., an employee to Management, an employee to a Union Representative, from either a Management or Union Representative directly, or anonymously. Accordingly, immediately upon any member of Management becoming aware of an allegation of sexual harassment when a Bargaining Unit employee is either the accused or the complainant, the following process is to be followed:

The involved facility Human Resources Manager (or designee) must be advised of the allegation of sexual harassment. They, in turn, will immediately contact the Local Union President (or designee) to make them aware of the allegation. In cases when a complaint is received from an anonymous source, the aforementioned parties will, before commencing with an investigation, confirm with the employee who is allegedly harassed that he or she, in fact feels sexually harassed. The local Human Resources Manager is also responsible for notification to the appropriate Group Human Resources Office, as well as the Company's EEO Compliance and Governance Office of the sexual harassment complaint.

The involved Human Resources Manager (or designee) will advise the accused party that an investigation will be conducted and, accordingly, they could be placed "on notice" of potential disciplinary action, and that any act(s) of retaliation will not be tolerated. Dependent on the circumstances of the individual case, the Human Resources Manager may deem it prudent to suspend the accused individual(s) until the investigation is concluded.

An Investigation Team will be formed that will include at least one (1), but not to exceed two (2) representative(s) from the Local Union, which may include members of the local Civil Rights Committee, in accordance with Section (4) and Letters (116) and (117) of the

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National Agreement. Recognizing the desirability of an investigative team made up of one male and one female; each facility will attempt to structure the team accordingly. The EEO Compliance and Governance Office may elect to name a representative to serve as an additional member of the Investigative Team or, where the EEO Compliance and Governance Office is not part of the Investigative Team, local facilities are encouraged to confer with that activity for any guidance that may be required. In conjunction with EEO Compliance and Governance Office presence, the Chrysler Department - UAW may elect to also name an additional representative to the Team. Also, where the EEO Compliance and Governance Office is not part of the investigation, the local Human Resources Manager will, upon completion of such investigation, forward to that activity a confidential copy of the file. Investigations of sexual harassment are to be conducted in a lawful and as expeditious a manner as possible.

During interviews conducted in conjunction with a sexual harassment complaint, only members of the Investigative Team and the interviewee will be present. If the interviewed employee is a bargaining unit employee, he or she can have a Union Representative present during the interview. As part of the investigation, attempts will be made to obtain signed statements from all parties, including the complainant, accused, and witnesses where applicable. In cases where disciplinary action results, copies of all documentation and notes relied on as the basis for such action will be provided to the Union and Management Investigators. All individuals involved in the handling of sexual harassment complaints, from the original receipt of such complaint through the entire investigative process, are required, to the extent possible, to maintain maximum confidentiality of any information obtained or prepared during the process. No copies of information obtained or prepared by the Investigative Team will be provided to any employee.

Once the investigation has been concluded, the local Management, i.e., Human Resources Manager and facility operating head, shall review the facts with management team members and determine the appropriate action to be taken. The union team members will have no role in this determination and will make no recommendations regarding disciplinary action.

In cases, however, where the EEO Compliance and Governance Office participated on the Investigative Team, the investigation results will be reviewed for final disposition by designees from:

- EEO Compliance and Governance Office
- Group Human Resources
- Corporate Employee Relations

Note: The Office of the General Counsel will, upon request, provide advice and counsel.

Actions taken in sexual harassment cases will be reported by the local Human Resources Manager to his or her respective Group Human Resources Manager, as well as the EEO Compliance and Governance Office. In cases where the EEO Compliance and Governance Office participated, final disposition shall be reported to the local Human Resources Manager by his or her respective Group Human Resources office. In all cases, the complainant is to be advised when the case is "closed." Such actions shall be monitored to ensure closure to all allegations is accomplished and corporate wide consistency relative to actions taken is maintained. Any discipline assessed shall be done consistent with normal requirements for notification, representation, etc. In cases where an employee is found to have engaged in misconduct of a sexually harassing nature, the transfer of that employee or the transfer of the employee who made the complaint, will generally not be considered

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appropriate corrective action nor the sole remedy in resolving the complaint. Appropriate discipline, up to and including discharge, may be imposed.

Where the investigative process determines an allegation of sexual harassment was made falsely or maliciously, the complainant may be subject to appropriate disciplinary action, up to and including discharge. Obviously, this is not applicable to complaints that are brought forth in good faith, but are found to be inconclusive.

While the foregoing is an attempt to put in place guidelines which will allow the local facilities to investigate and dispose of the majority of sexual harassment complaints, it is important that care is taken to ensure all complaints are taken seriously, that an objective and thorough investigation consistent with FCA US LLC policies and applicable Collective Bargaining Agreements is conducted, and that fair and equitable action results.

The Company bears the ultimate responsibility for the enforcement of the laws and corporate policy which prohibits sexual harassment. Sexual harassment is something that cannot be tolerated by Management or the Union. Accordingly, the Company and the Chrysler Department of the International Union, UAW are committed to ensuring investigations of sexual harassment complaints are to be conducted in the spirit of determining the truth and subsequent sharing of all available pertinent information between the parties. The Union's involvement in no way precludes its grieving and resultant disciplinary action, since the assessment of such discipline would remain the sole discretion of Management.

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World Class Employee Participation

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

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

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

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

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

Automotive manufacturing is undergoing a grand consolidation on a global scale.

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In the global competition between operating systems, Lean Manufacturing is winning against traditional Mass Production systems.

WGMSPW is ~~the most~~ holistic road-map to Lean Manufacturing the parties have experienced.

It is of critical importance that WGMSPW be jointly implemented systematically and fully in order to operate successfully and thereby position the Company and the Union firmly among the winners in the global automotive manufacturing community.

Additionally, the parties have arrived at the following understandings:

~~Each~~Some Technical Pillar Domains will continue to be assigned a UAW represented joint ~~Pillar~~ lead from among the existing UAW plant level representatives or appointees.

The role of the UAW joint ~~Pillar~~ lead shall remain to provide joint leadership to the systematic and full implementation of WGMSPW.

As in the case of Management Pillar Domain leads, UAW joint ~~Pillar-Domain~~ leads shall continue to retain the full time work to which they had otherwise been assigned.

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

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

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

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

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purpose of generating the dialog necessary for moving from mere employee compliance, to understanding and internalization of WGMSPW.

In furtherance of the UAW's vision for a more progressive world class partnership, and in order to support the important participative role described above and required of all, the parties agree that WGMSPW shall replace and supersede all prior Employee Participation programs referenced in our collective bargaining agreements i.e. PQI, WOM, SMART, JAOP, and MOA.

Notwithstanding, in the interest of continuity, the parties agree to continue utilizing the current Team based model with the understanding that the National World Class Partnership Council (NWPC) established below may review aspects of the mode such as the Team Leader selection and removal process for the purpose of closer alignment with WGMSPW.

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

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

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

Very truly yours,
Chrysler Group LLC/FCA US LLC
By A. A. Iacobelli/Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By General Holtefield/Rich Boyer

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Appeal Board Rules of Procedure

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

(146) Appeal Board Rules of Procedure

International Union, UAW

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

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

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

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

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

The agreed upon procedures are as follows:

1. As used herein, the term Definitions:
 - A. "Parties" means both the Company Appeal Board Representatives and the Union Appeal Board Representatives.
 - B. "Party" means the Company Appeal Board Representatives or the Union Appeal Board Representatives.
 - C. "Chairman" means the Impartial Chair~~man~~ of the Appeal Board.
 - D. "Impartial Chair Hearing" means a full meeting of the Appeal Board at which the Impartial Chair~~man~~ participates and at which the parties present evidence, witnesses, and may file post-hearing statements in support of their respective positions.
 - E. "Regular Meeting" is defined in Section 2 below.

Regular Meeting.

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

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

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

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

2.3. Locality

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

3.4. Notice of Hearing

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

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

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

4.5. Date and Time of Hearing

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

5.6. Stenographic Record

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

6.7. Attendance at a Hearing

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

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

7-8. Recess or Adjournment

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

8-9. Order of proceedings

A. At each hearing the Chair~~man~~ shall keep a record identifying all witnesses.
B. Exhibits when offered in evidence by either party shall be received in evidence by the Chairman. Copies of such exhibits shall be furnished to the other party ~~wherever feasible~~.

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

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

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

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

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

9-10. Absence of Party

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

10-11. Evidence

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

11-12. Statements

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

12-13. Post-Hearing Statement

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

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

13-14. Inspection

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

14-15. Opening of Hearing

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

15-16. The Award

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

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

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

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

16-17. Fees and Expenses

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

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

17-18. Interpretation and Application of Rules

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

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

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Gynthia Estrada Rich Boyer

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Cooling Off Period

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

(147) Cooling Off Period

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

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

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

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

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

Accepted and Approved:

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

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Union and Company Awareness

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

(159) Union and Company Awareness

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

During 2003 negotiations, the parties reaffirmed their support of the jointly designed and developed employee awareness program regarding the long historical relationship between the UAW and ~~Chrysler Group LLC~~ FCA US LLC. Further, critical issues and problems resolved over the years, as well as the future needs and concerns of each party's respective constituencies, were also addressed. The parties agreed to strengthen the program by continuing the development of union and company historical presentations as provided for in the standardized new hire orientations for hourly employees. Additionally, local union presidents and plant/depot managers may continue to identify, through signage, the UAW local(s) representing workers at their locations. ~~Also, the Company will continue to affix the UAW registered logo to Chrysler Group LLC tractor doors.~~

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

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~General Holtefield~~ Rich Boyer

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Pre-Retirement Leaves

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

(164) Pre-Retirement Leaves

International Union, UAW

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

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

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

A mutually acceptable program has been developed which permits the utilization of voluntary pre-retirement leaves. The parties agreed that in certain circumstances, by mutual agreement, they may agree to a program to place the employee(s) in a Special Program under Attachment A of M-1. Such program would pay the employee(s) at 85 percent (85%) of the employee's straight time hourly rate of pay to grow into retirement. Such requests must be approved by the National Job Security, Operational Effectiveness and Sourcing Committee (NJSOES).

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

Program Guidelines - An Employee Sent Home to Grow into Retirement

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- When approved, the program will be available to an indefinitely laid-off employee or to an employee who may be replaced by an indefinitely laid-off employee. This program will not be made available to employees currently eligible to retire under the provisions of the ~~2019~~ 2023 FCA US LLC-UAW Pension Plan or any other applicable pension plan.

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- The number of employees to whom the program will be made available will be determined on a case-by-case basis, as approved by the National Job Security, Operational Effectiveness and Sourcing Committee, recognizing the necessity of maintaining employment levels that effectively fulfill the current and future manpower needs of the location.
- An employee sent home pursuant to this provision will be compensated at 85 percent (85%) of straight-time pay (the employee's hourly base rate in effect at the time of computation).
- An employee sent home pursuant to this provision under the P, M & P Agreement will be considered to be on Pre-Retirement Leave Status and will receive the same pay and benefits as though the employee was actively at work, except that pertinent pay practices such as holiday pay will be compensated at the 85 percent (85%) rate.
- The period an employee may be sent home to grow into retirement in accordance with these provisions will be limited to a maximum of twenty-four (24) consecutive months.
- Employees' Corporate Service Dates will be utilized as the tiebreaker in the event there are more applicants than approved for the program.
- To be eligible for this program, an employee must agree to retire effective the first day of the month following the month the employee first becomes eligible for **any type of voluntary retirement**. If an employee would also achieve 30 years of pension credited service within the twenty-four (24) month period, the employee may remain on the Pre-Retirement Leave until the 30 years of pension credited service eligibility. This program is not available to an employee who is already eligible for retirement. Such acceptance to the program by the employee will be irrevocable.
- Life Insurance Benefits will be determined according to Exhibit B Article II, Section 1 as though the employee was actively at work immediately preceding the date of death.
- An employee sent home to grow into retirement under this program will not be eligible for a Voluntary Termination of Employment Program.

Criteria to be Considered for the Program

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

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

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

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- Anticipated training needs

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- The National Job Security, Operational Effectiveness and Sourcing Committee will determine those employees to be eligible for the programs based on the location's current and future manpower, skills and training needs.
- Eligible employees must complete the Pre-Retirement Leave application form. In the case of an employee being sent home to grow into retirement, a retirement application form and all related paperwork must be completed.

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

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Gynthia Estrada~~Rich Boyer

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Safety and Health Audits

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

(174) Safety and Health Audits

International Union, UAW

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

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

The parties discussed the ongoing Joint Safety and Health Audit Program and agreed that future joint safety and health audits will continue to be conducted by a team of trained safety and health professionals under the direction of the National Joint Committee (NJC).

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

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An available UAW Nurse will accompany the audit team to facilities with onsite FGA Stellantis medical operations to verify plant compliance in medical programs and procedures. It is understood that this position will be filled by utilizing existing staff on a rotational basis and that their time spent on the audit will be limited to their specific audit function. The audit team will consult with Corporate Medical staff during each audit to ensure consistency with the joint audit process.

The NJC will continue to review and provide input to the audit team on the audit program criteria as required. At least once per year, the National Joint Health and Safety Co-Leads will identify a joint audit criteria review team (from existing Health and Safety Audit Staff and Corporate OSH) to update the audit criteria. Updates to the criteria will include revisions to Company policies and applicable government regulations. Audit criteria changes will be updated in a timely manner in the Company approved database. Changes shall be communicated to all facilities prior to implementation, and Facilities will be afforded appropriate opportunity/time to conform with such changes in accordance with provisions/requirements communicated jointly by National Joint Health and Safety Co-Leads and Corporate OSH.

The designated UAW-FGA Stellantis Joint Safety and Health audit team will conduct schedule audits as deemed necessary, but in no case less than with the intent to audit once every year for manufacturing facilities and Centerline PDC, and once every three years for all other facilities covered under the M-3 MOU as directed by the NJC.

The parties recognize the critical importance of these audits to the Company, the Union, and the employees. To that extent, the parties agree to use their optimum efforts to (i) maximize the number of audits performed and (ii) to ensure scheduled audits are conducted on a timely basis. Adjustments to approved audit schedules or staffing levels must be authorized by the NJC. The parties further recognized the demands put upon audit team members and the Union expressed concern that, on occasion, outside intervention has impeded audit schedules and training program development. In the future, if outside intervention forces a change in the audit schedule or delays program development, the matter will immediately be taken up with the NJC for prompt resolution.

In the event the Union feels that the corrective action plan is not being implemented in the defined time parameters the matter will immediately be taken up with the NJC through the escalation process defined in M3 Section IV for prompt resolution.

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

Approved and Accepted:

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

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Family and Medical Leave Act of 1993

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

(179) Family and Medical Leave Act of 1993

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

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

-- Provide that an employee on FMLA Leave will continue to accumulate seniority in the same manner as the employee also would be eligible under Section (66)(a) and (78)(a) of the Office, Clerical and Engineering and Production and Maintenance Collective Bargaining Agreements, respectively, as appropriate;

~~-- Permit but not require employees to substitute vacation and/or excused use no more than 50% of their annual Paid absence allowance time and then no more than 50% of their annual vacation time concurrently for with unpaid FMLA Leave within the vacation eligibility year;~~

-- Provide that employees who are married to each other will be each entitled to a maximum of 12 weeks of qualifying leave under the Act;

-- Provide that, when a third opinion is necessary under the medical certification and dispute resolution sections of the FMLA, the neutral provider will be selected jointly by the Company and the Union from a list, provided by the appropriate local or state professional medical association, of board-certified specialists in the field of medicine in which the point of controversy exists;

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-- Continue Company-paid Group, Life, Accidental Death and Dismemberment, and Disability Insurance during all FMLA Leaves that are not also ChryslerStellantis-UAW Medical Leaves as if such leaves were ChryslerStellantis-UAW Personal Leaves of Absence.

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

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

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

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

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

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

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

Accepted and Approved:

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

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Up-Front Lump Sum Payment

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

(189) Up-Front Lump Sum Payment

International Union, UAW

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

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

During the present Negotiations, the Company agreed to provide an up-front lump sum payment of ~~\$95,000~~ to each member of the Union who is on the active roll on the effective date of the Agreement in recognition for services that will be performed over the contract period and as part of the wage increase. The payment is conditioned solely on the membership's ratification of the Agreement and is paid to such eligible members whether or not the eligible member votes for ratification. Such payment shall be made in the second pay period following receipt by the Company of written notification of ratification of this Agreement.

Eligible employees who are represented by the Union are defined as those whose status with the Company on the effective date of this Agreement is one of the following:

- Active with seniority
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family Medical Leave Act;
- On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;
- On leave of absence beginning not earlier than ninety (90) days prior to the date of the Agreement
- Retirements that occur between the effective date of the Agreement and the payment date

Additionally, the Company agreed to provide an Up-Front Lump Sum payment of ~~\$3,5005,000~~ to active Supplemental Employees who have worked at least ninety (90) days prior to the effective date of the Agreement.

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In addition, should the National FCA Department raise any questions of equity in application regarding specific such members, the Company agrees to meet on such cases to review the facts.

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Gynthia Estrada~~ Rich Boyer

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Local Technical Training Committee

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

(190) Local Technical Training Committee

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

During these negotiations, there was extensive discussion regarding the roles and responsibilities of the Local Technical Training Committees (LTTC). The parties agreed to continue the presently established LTTC's and to create such committees at UAW-represented FCA US LLC facilities where they do not currently exist. These committees will be responsible to plan and coordinate local technical training for production, as well as skilled trades employees, by jointly reviewing current and approved planned equipment timing, identifying training needs, developing training plans, and coordinating training activities between the plant and the UAW-Chrysler Technology Training Center.

The committees will be comprised of no more than four (4) Union and four (4) Management members, which shall include a production representative, a skilled trades representative, and the facility's Human Resource Manager or designee. Committee members, preferably with training responsibilities or expertise, will be selected by the Co-Chairpersons of the Local World Class Partnership Council (LWCPC). The LWCPC will ensure appropriate Salary representation on the Local Technical Training Committee to address training which has been identified for the Salary unit(s).

Additional internal resource personnel may attend LTTC Committee meetings, as appropriate. It is understood that non-UAW and non-FCA US LLC persons will not serve in a decision-making capacity on these committees, but may provide professional assistance to the committee, as needed.

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

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The UAW-Chrysler National Training Center will develop Local Technical Training Committee guidelines and procedures, recommend training for members of the LTTC, and monitor the progress of these committees on a regular basis. The Joint Technical Training Coordinators will ensure program alignment with manufacturing operations and as required, with mutual agreement, the parties will convene a Joint LTTC Leadership training at the World Class Manufacturing Academy to provide required LTTC training needed to successfully introduce and launch new training initiatives.

In accordance with the provisions of the 2007 P,M & P Agreement regarding manufacturing LTTC members and their selection, the LTTC shall consist of one (1) production and one (1) skilled trades employee assigned on a full-time basis, 40 hours per week, except as otherwise agreed. All LTTC members will be jointly selected by the LWCPC Co-Chairs in accordance with the "June 18, 1997 published guidelines."

The parties agree to modify the LTTC roles and responsibilities as required to meet current operating conditions and facility needs, such as tracking production and skilled trades training in the Learning Center, in accordance with this letter.

Furthermore, the parties agreed to authorize local placement of one (1) temporary LTTC member when both the production and skilled trades member is off work at the same time for a minimum period of one week and there is an operational need for LTTC support. The temporary LTTC member will be selected by the UAW Skilled Trades Committee person and approved by the Labor Relations Manager. The temporary LTTC member is only applicable at facilities that currently operate with two LTTC members.

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell Rich Boyer

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UAW-Chrysler Scholarship Program for Dependent Children

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

(194) UAW-Chrysler Scholarship Program for Dependent Children

International Union, UAW

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

Dear ~~Sirs:~~ Mr. Boyer:

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

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

- Applicant Eligibility: Dependent children of active UAW-represented FCA US LLC employees who are pursuing a postsecondary education degree at a two year or four year institution accredited by a governmental or nationally recognized agency are eligible to apply for tuition assistance. For purposes of this program, the dependent must be is defined as the child of the employee, or of an employee's spouse, by birth, legal adoption or legal guardianship. A dependent child must be unmarried, under the age of 26 and meet proof and verification of dependency criteria.

Supplemental Dependent Children Eligibility

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

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

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2) must remain actively working while utilizing the SFDC benefit

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

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

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

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

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

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

- Administration: The Plan will be jointly administered by the UAW-Chrysler National Training Center (NTC).

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

The National Training Center has the authority and discretion to interpret the terms of the Scholarship Program, including but not limited to, the authority and discretion to approve schools and courses, and to issue guidelines.

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

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Nerwood H. Jewell~~ Rich Boyer

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Alternative Work Schedules

~~December 16, 2019~~ September xx 2023

(246) Alternative Work Schedules

International Union, UAW

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

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

During these negotiations, the parties discussed the need for the Company to be flexible and adaptive to rapid changes in customer demand in the market place. When implemented, Alternative Work Schedules (AWS) will allow the Company to increase competitiveness, provide greater job security for our employees, more efficiently utilize assets and improve profitability.

This letter will confirm our understanding regarding models for the ~~3/2/120~~ and Four Day Work Week Alternative Work Schedules.

~~It is anticipated that the 3/2/120 work patterns will require increased employment levels and will be appropriate for implementation when customer demand dictates a need for incremental production capacity.~~ The Four Day Work Week is suitable in situations where more efficient plant operations can be realized with the additional benefit of a shorter work week for our employees.

When the UAW Vice President and Director of the National Chrysler Department and the Vice President of Employee Relations agree to implement an Alternative Work Schedule at a Company facility, the provisions of the applicable model will apply, and the Company may, with a minimum of fourteen (14) days' notice, transition between a traditional work schedule, and an Alternative Work Schedule. The UAW Vice President and Director of the National FCA Department can request a meeting with the Vice President of Employee Relations to discuss concerns regarding the ongoing business necessity for an Alternative Work Schedule and the potential for other Alternative Work Schedules.

~~The local parties may negotiate administrative guidelines specific to their location for the purpose of implementing the Alternative Work Schedule specific to the 3/2/120 Operating Pattern which may include discussions on the following items—four (4) day scheduled work pattern by crew, shift start times (including nonproduction time between shifts) and rotation by crew (locked vs. alternating). The parties may develop alternative plans to address unique operating issues that complement and support the base operating pattern with the written approval from both the Vice President of Employee Relations and the Vice President and Director of the National FCA Department.~~

In the event an Alternative Work Schedule would affect and requires changes in the administration of other wage or benefit payment practices, the parties agree that such changes shall maintain the original intent of those practices to the extent practical, but shall not increase their cost to the Company in comparison to their application to work schedules traditionally recognized by the National Production, Maintenance and Parts Agreement. Holiday pay for the full week of holidays during the Christmas Holiday period will not exceed forty (40) straight-time hours of pay.

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Local agreements affected by an Alternative Work Schedule described herein, shall be interpreted in such a manner to make them consistent with the terms of this agreement. Either party may refer specific unresolved local or unforeseen administrative issues to the International UAW FCA Department and FCA US LLC Corporate Employee Relations Department.

To accommodate the implementation of an Alternative Work Schedule, the parties agree to the application or waiver of certain provisions of the National Production, Maintenance and Parts Agreement. It is further understood that in implementing an Alternative Work Schedule, the Company does not prejudice its right to schedule and determine working hours pursuant to Section (2) of the National Production, Maintenance and Parts Agreements, or its right to determine, assign and schedule manpower to work a regular five (5) day, eight (8) hour schedule with daily overtime and weekend work.

Very Truly Yours,
 FCA US LLC
 By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

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

3/2/120

Provision	3/2/120 Administration
Production Employees Monday through Sunday	Three (3) crews, two (2) shifts working 10 hours each. Includes all non-production and non-skilled employees.
Production Employees Sunday/Holiday	One (1) production shift may be scheduled as required.
Skilled Trades	Skilled Trades Work Patterns will be selected locally
Relief	Machining — employees receive 30 minutes per shift, plus 30 minutes unpaid lunch. Assembly — employees receive 50 minutes per shift, plus 30 minutes unpaid lunch.
Wages	Overtime Per National Agreement Employees will be paid time and one — quarter on regularly scheduled Saturday shifts.
Holidays	Must work qualifying day(s). Ten (10) hours straight time paid for holidays falling on a scheduled work day. Eight (8) hours straight time paid for holidays falling on a scheduled day off.
Bereavement	In accordance with Section 81 of the National Agreement, Three (3) days totaling 30 straight time hours taken in ten (10) hour segments Monday through Saturday and five (5) days converted to 40 hours taken in 10 hour segments Monday through Saturday.
Military Duty	Pay up to ten (10) hours straight time for scheduled work shifts including Saturday for military training or annual encampment up to a maximum of fifteen (15) days per calendar year.
Jury Duty	Pay up to ten (10) hours straight time for scheduled work shifts including Saturday in

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	accordance with Section (82) of the National Agreement.
Vacation	• Per National Agreement
PAA	• Taken in five (5) and ten (10) hours segments.
Shift Premium	• Applicable premium per National Agreement
Benefit Payments	• Per National Agreement. Neither party to be advantaged or disadvantaged.

FOUR DAY WORK WEEK

Provision	FDWW Administration
Production Employees <i>Monday through Thursday</i>	• Two (2) crews, two (2) shifts working 10 hours each. • Includes all non-production and non-skilled employees.
Production Employees <i>Friday</i>	• Employees may be required to work.
Production Employees <i>Sunday/Holiday</i>	• Production shifts manned on voluntary basis.
Skilled Trades	• Skilled Trades Work Patterns will be selected locally.
Relief	• Per applicable agreement
Wages	• Overtime Per National Agreement
Holidays	• Must work qualifying day(s). Ten (10) hours straight time paid for holidays falling on a scheduled work day. Eight (8) hours straight time paid for holidays falling on a scheduled day off.
Bereavement	• Three (3) days converted to 24 hours and five (5) days converted to 40 hours. Taken in 10 hour segments Monday through Thursday except for the one four (4) hour segment in which the employee may choose to report to work for the remaining 6 hours or take it off without pay or penalty.
Military & Jury Duty	• Pay up to ten (10) hours straight time for scheduled work shifts Monday through Thursday.
Vacation	• Per National Agreement
PAA	• Taken in five (5) and ten (10) hours segments.
Shift Premium	• Applicable premium per National Agreement.
Benefit Payments	• Per National Agreement. Neither party to be advantaged or disadvantaged.

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Placement and Workforce Utilization

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

(247) Placement and Workforce Utilization

International Union, UAW

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

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

During the ~~2019~~ 2023 negotiations, the parties discussed the following procedures to address the placement of indefinitely laid off employees.

In Labor Market Area Placement

For In Labor Market Area Placement, job opportunities will be filled in seniority order from a combined list of laid off employees in the same Labor Market Area. For placement purposes, employees on the Labor Market Area List will be offered, in seniority order, the opportunity to volunteer for openings based on a non-revocable election made at the time of indefinite layoff. As part of this election, employees will have the opportunity to volunteer for specific location(s) in the Labor Market Area. Volunteers will be placed in seniority order. Absent volunteers, the junior employee on the combined Labor Market Area List must transfer to the new location or be separated from the Company as a resignation.

Employees permanently transferred to another location may remain at the secondary location until laid off from that location unless they have a "Return Home" application on file under the terms and conditions of the Memorandum of Understanding - Return to Home Plant.

A Labor Market Area is comprised of all plants within a fifty (50) mile radius of a given plant or larger as may be agreed upon by the National Job Security, Operational Effectiveness and Sourcing Committee (National JSOES).

Out of Labor Market Area Placement

Employees will be offered the opportunity to volunteer for Out of Labor Market Area openings based on an election made while on indefinite layoff. Volunteers will be offered

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

Employees on indefinite layoff shall be placed into available jobs. If the number of volunteers identified is insufficient to fill available Out of Labor Market Area opportunities, job offers will be extended to indefinitely laid off employees from a closed plant in accordance with the following:

Absent any volunteers, employees will be offered Out of Labor Market Area jobs in ascending order.

If an employee on indefinite layoff is extended a job offer to an Out of Labor Market Area facility, the employee must, within fourteen (14) days, elect one of the following options:

- 1) accept the job offer,
- 2) decline the job offer, and be placed on inactive status with no Company-provided income or benefits (but remain eligible for additional job opportunities),
- 3) receive a guaranteed lump sum amount equal to the signing bonus and first payment under the Enhanced Relocation Option #1 of Exhibit E. Employees selecting this option shall sign a separation agreement and have their seniority broken at any and all of the Company's Plants or other locations as of the last day after the date the Company selects for their separation, or
- 4) resignation of employment.

If an employee accepts the job offer, the employee shall report to work at the Out of Labor Market Area facility no later than fifty (50) days following the fourteen (14) day job offer election period.

If an employee fails to respond to notification of a job offer to an Out of Labor Market Area facility or fails to elect one of the two-four options above, the employee will be considered to have declined the job offer and be placed on inactive status with no Company-provided income or benefits (but remain eligible for additional job opportunities) terminated and the employee's recall rights shall cease.

To the extent practicable, employees on indefinite layoff shall be provided early indications of potential job openings, so as to provide reasonable time for their consideration of such potential job opportunities.

Employees placed to Out of Labor Market Areas, pursuant to these provisions, are eligible for relocation in accordance with Exhibit E - Relocation Allowance or other arrangements made by the National Parties.

Redeployment of Skilled Trades Employees to Production Job Opportunities

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In circumstances where:

- a facility has skilled trades employees on layoff,
- non-skilled job openings exist at that facility or at one or more other facilities in the same Labor Market Area as the facility experiencing the skilled trades layoff, and
- there are no production employees on layoff at the facilities within that Labor Market Area, and there are no production volunteers for the open job opportunities

The Company will place the laid-off skilled trades employees into production jobs at any of those facilities where production openings exist.

Placement of laid-off skilled trades employees into production jobs under these circumstances shall be accomplished, based on a voluntary election made at the time of indefinite layoff, in seniority order regardless of whether ~~or not~~ they have previously held production jobs within the Company.

Employees that voluntarily elected to take a non-skilled position at the time of indefinite layoff may volunteer for skilled trades opportunities, that become available, in other labor markets. Out of Labor Market Area elections may be submitted or revoked by the employee at any time while on indefinite layoff or in a non-skilled position provided, however, once the employee is identified for placement to a skilled position in the new location, the election may not be revoked. Volunteers shall report to work at the Out of Labor Market Area facility within fifty (50) days from the date of the placement notification letter.

A skilled trades employee placed into a production job shall be paid at the appropriate skilled trades rate of pay.

Skilled trades employees placed into production jobs as above shall retain their applicable rights to return to skilled trades jobs for which they are qualified (by previously held skilled trades classifications).

Any issues relative to the implementation of these provisions will be raised with the National Job Security, Operational Effectiveness, and Sourcing Committee.

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

Accepted and Approved:

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

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EAP Representative Internal Certification

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

(248) EAP Representative Internal Certification

International Union, UAW

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

Dear ~~Sirs:~~ Mr. Boyer:

The parties agree to develop an internal ~~UAW-Chrysler-NTC~~ EAP Certification Program to support the training, education and professionalism of the EAP Representatives and Alternate representatives. If necessary, a third party consultant, which will be jointly agreed to, may be obtained to provide assistance with the development and/or delivery of the internal EAP Certification Program. The program development and implementation of this internal Certification Program will be funded with ~~NTC~~ funds approved by the Joint Activities Board. Furthermore, the parties have agreed that the NTC EAP Co-Coordinators will assess additional alternative EAP certification providers, such as but not limited to, Labor Assistance Professional Association (LAP) to provide EAP certification for the EAP representatives and alternate EAP representatives. Funding will include certification costs and annual memberships, if required by the providers.

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

Accepted and Approved:

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

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Skilled Trades Apprentices Program

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

(252) Skilled Trades Apprentices Program

International Union, UAW

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

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

In compliance with the ~~2019~~2023 UAW-FCA US LLC Agreement modifications, the Parties discussed the need to revise the Apprentices Programs to provide the necessary skill sets required to meet the future technical challenges in manufacturing. The following Apprentices Programs are intended to maximize the required skill balance and knowledge in each Work Group:

Electrical Work Group

- Electrician
- Welder Equipment Repair
- ~~Industrial Controls~~

Mechanical Work Group

- Machine Repair
- Millwright
- Pipefitter

Tool & Die Work Group

- Tool Maker
- Die Maker

To meet the objectives of the ~~2019~~2023 UAW-FCA US LLC Agreement modifications, the Parties agree to meet within sixty (60) days following ratification to review and modify the Schedule of Work Processes and the Related Training Curriculum to properly represent the required training and development of apprentices.

The Apprentices Programs for classifications not affected by the Skilled Trades Rationalization initiative will remain unchanged.

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Each Apprenticeship Agreement will be registered with the United States Department of Labor, Office of Apprenticeships. Upon graduation from the Apprenticeship Program, each employee will be a Journeyman in their trade (electrician, ~~industrial controls~~, welder equipment repair, machine repair, millwright, pipefitter, tool maker and die maker).

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

Accepted and Approved:

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

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Skilled Trades Classification Structure

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

(253) Skilled Trades Classification Structure

International Union, UAW

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

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

In 2009 the Company and the Union recognized that a consolidated skilled trades structure with two (2) skilled classifications was essential to meet the terms of the Federal Loan and Security Agreement (LSA). Implementation of this understanding resulted in the development of a joint Skilled Trades Rationalization strategy that included but was not limited to the following actions:

- The consolidation of base pay rates to the highest existing rate in the new classifications
- The joint development and implementation of a skill assessment process to determine the base knowledge of skilled trades employees and identify individual training requirements
- The joint development of both on-line and classroom training to facilitate skilled trades development in a manner consistent with World Class Manufacturing (WCM) methodology

The parties recognize the need to jointly support and set the direction for a cultural transformation from the traditional scope of work practices to one that will be considered World Class. To assist in this change the parties agree and are committed to training, benchmarking, establishing skilled trades work teams and other actions as the parties deem appropriate in order to accelerate this cultural transformation.

During 2011 Negotiations, the parties discussed the merits of additional classifications to more effectively align the skill sets of our workforce. As a result of those discussions, the parties agreed that effective with the 2011 Agreement, skilled employees were assigned to one of three (3) Work Groups and into one of five (5) classifications with no lines of

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demarcation existing within the respective Work Groups. Skilled employees will only be assigned to job assignments that they can safely perform.

In January, 2014, it was jointly agreed that there remained a need for additional skilled classifications. An amendment was made to the classification structure.

During 2019 Negotiations, the parties discussed effective delivery of work performed by the skilled trades workforce. Accordingly, the skilled trades classification structure was adjusted as follows:

The **Tool & Die Work Group** will consist of the following:

- Tool Maker
- CNC
- CMM
- Die Maker
- Die Welder

The **Electrical Work Group** will consist of the following: Electrician, ~~Industrial Controls~~ and Repairer-Welder Equipment. ~~In manufacturing facilities, Industrial Controls classification will be implemented consistent with the operational needs and timing as determined by the Company. Upon notice by the Company to the Union of the implementation, the local parties will work jointly to implement. If the local parties cannot resolve an implementation issue, the issue will be referred to the International UAW Skilled Trades Representative and the FCA US LLC Employee Relations Staff Skilled Trades Representative for resolution.~~

The **Mechanical Work Group** will consist of the following three (3) classifications:

- Machine Repair
- Millwright - to include Millwright/Welder, Sheet Metal Worker, Welder – Maintenance
- Pipefitter - to include Pipefitter-Plumber, and Pipefitter/ Spray Gun Repairer

For overtime opportunities within the Work Groups where the overtime list for one classification is exhausted, and additional employees are required, employees from the other classifications who have demonstrated proficiency to perform the available work as identified on their radar charts will be offered the overtime work in line of low hours.

The ~~ten (10)eleven (11)~~ classifications, Electricians, ~~Industrial Controls~~, Repair – Welder Equipment, Pipefitters, Millwrights, Machine Repair, Tool Maker, Die Maker, Die Welder, CMM and CNC assume responsibilities of both the rationalized and eliminated classifications and the training will be developed and implemented accordingly. The assumption of responsibilities within the ~~ten (10)Eleven (11)~~ classification structure along with the elimination of all other classifications is consistent with the cost reductions that were identified in the 2009 LSA submission.

Skilled trades employees will continue to receive a multidimensional scope of training.

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The following classifications are not impacted by this agreement and remain separate and distinct:

#5703 Boiler Repair, #5706 Repair - Compressor, #5905 Boiler Operator, #5920 Compressor Operator, #5927 Engineer - Steam, #5929 Energy Center Operator, #5942 - Waste Water Treatment Operator, #5654 Mechanic - Refrigeration & Air Conditioning (employees in this classification who are not associated with the Energy Center will be classified into "other mechanical" classifications groupings), #5693 Powerhouse & Maintenance, #5714 Mechanic - Gas & Electric Jitney, #5717 Mechanic - Gas & Electric Jitney, #5718 Mechanic - Gas & Electric Jitney, #5719 Mechanic - Gas & Electric Jitney, #5721 Mechanic - Gas & Electric Jitney, #5728 Mechanic - Gas & Electric Jitney, #5759 Mechanic - Truck-Tractor and #5762 Mechanic - Diesel, #5521 - Cutter Grinder, #5777 - Sheet Metal Worker*.

In addition, all other skilled trade classifications have been eliminated. New entrants to the Electrical, Mechanical or Tool & Die Work Groups must have eight (8) years of experience in a recognized trade or have graduated from a US Department of Labor approved apprenticeship program, or has experience and training similar to that required in a bona fide apprenticeship program. The Skilled trades committee person shall be afforded the opportunity to attend the interview of new entrant candidates at their respective location.

The parties recognize the intent of this classification structure is to address core work, therefore functions beyond the new scope of work (i.e., construction, high voltage projects) will be sourced to a third party and all provisions or past practices regarding contractor matching are eliminated in these cases.

Accordingly, within sixty (60) days of ratification of the ~~2019~~2023 Agreement, a meeting will be held by representatives of the International UAW and Corporate Employee Relations to develop a communications strategy to communicate the commitments of this letter.

See Attachment: A - Skilled Trades Classification Structure

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

Accepted and Approved:

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

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SKILLED TRADES CLASSIFICATION STRUCTURE

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	Industrial Controls	Pipefitter	Millwright	Machine Repair	Tool Maker	CNC	CMM ₃	Die Maker	Die Welder ₁		
Electrician <u>Industrial Controls</u>	Repairer Welder Equipment	Industrial Controls	Pipefitter Pipefitter - Plumber Pipefitter / Spray Gun Repair	Millwright Sheet Metal Worker ₄ Millwright / Welder Welder Maintenance	Machine Repair	Tool Maker Tool Maker - Jig & Fixture Builder	CNC Machining Technician Keller Machine Operator	Layout Inspector Layout Metal & Wood Inspector Layout & Sample Check* Tool Maker - Tool & Gauge Inspection	Die Maker Die Maker - Die Cast	Welder - Tool & Die		
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Eliminated / Protected Classification Alignment												
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Recording Instrument Maint. & Repair			Repairer - Portable Pneumatic Tools HVAC	Carpenter / Painter Carpenter Painter & Glazier Maintenance Mechanic - Trailer Repair Brickmason & Cement Finisher Crane Operator - Locomotive Furnace Repair		Tool / Fixture / Machine Repair Tech Grinder - Cutter Cutter Grinder Inspector Gauge Surveillance Grinder - Tool Room Tool & Cutter Grinder Machine Operator - Tool, Die & Maint.	Inspector Form Cutters Pattern Maker - Wood Saw-Do-All Tool Room Only Pattern Repairer Foundry Patterns		Pattern Maker - Wood			
Stand Alone Classifications												
Boiler Repair	Repair - Compressor		Compressor Operator	Engineer - Steam	Boiler Operator	Waste Water Treatment Operator	Cutter Grinder ₃	Energy Center Operator	Mechanic Diesel - Mechanic - Truck - Tractor	Mechanic - Gas & Electric Jitney	Powerhouse & Maintenance	Mechanic - Refrigeration & A/C (CTC Only)

1 - A limited number of Die Makers may be trained up to a level four (4) in Die Welding. The Local Parties will submit recommendations to the National Parties for review and concurrence.

2 - ~~CMM additional openings will be filled by candidates with a Tool Maker or Die Maker base trade.~~ Journey person status requires eight (8) years experience as Electrician, DOL Electrician certificate or similar training and experience required for Electrician apprenticeship program.

3 - Cutter Grinder will be a standalone classification only at DEP, ITP, KTP & TEC facilities. Cutter Grinder will remain eliminated classification at all other locations.

4 - Sheet Metal Worker remains within the Millwright classification. Former Sheet Metal Workers under the Mechanical Work Group at Sterling Stamping and Warren Stamping only will be given a one time option to return to the Sheet Metal Classification at Sterling Stamping and Warren Stamping, respectively. Employees who elect to return to Sheet Metal Classification will remain in that classification until they attrit or are indefinitely laid off. Any future openings will be filled by the Millwright classification.

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FCA HONDA RESSURANCE AUTOMOBILES

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Quality Achievement Award

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

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

International Union, UAW

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

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

The Company recognizes the significant contributions its UAW-represented employees have made to the improvements in product quality in support of its manufacturing and logistics initiatives. To further encourage and reward such ongoing commitment to quality, the Company has agreed to establish a Quality Achievement Award.

The Quality Achievement Award will be comprised of two components:

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

b. JD Power IQS (Initial Quality Survey)

A Quality Achievement Award payment, based upon the location's WCM-QCS Pillar Audit Score, will be made to each eligible employee in accordance with the following table:

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

The payment amount will be determined according to the location's most recent audit score thirty (30) days prior to the payment date.

The Company will finalize the Quality Achievement Award metric definitions for non-manufacturing locations within 90 days of the effective date of the Agreement. The Company will establish respective targets in advance of each plan year.

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

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

Upside Potential*	
Assembly	
JD Power IQS 1st Quartile	\$250
Stamping and Power Train	
JD Power IQS Company Avg 1st Quartile	\$250

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

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

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

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

d. Quality Achievement Award payments will be made to each eligible employee in accordance with the following table:

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

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

10/30/23
KR
JHE
RC
SM
B
HC
SW
TB
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10/30/23
AM
10/30/23

- Active with seniority;
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family Medical Leave Act;
- On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;
- On an approved leave of absence which has not exceeded ninety (90) days as of the eligibility date

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

The Presence at Work Award will be comprised of three (3) components:

1. Location specific reductions in overall unplanned absenteeism of 15% until the location reaches 5%
2. Location specific achievement of 5% unplanned absenteeism
3. Individual attainment of 1850 compensated hours (including Layoff hours)

Locations that have an annual rate of unplanned absenteeism of 5% are not required to continue to show a reduction of 15% year over year but in order to qualify for both Location Metrics, must maintain an unplanned absenteeism rate of 5% or lower for the entire eligibility year.

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

The payment amount will be determined according to the location's overall year over year improvement in unplanned absenteeism and the individual's total number of compensated hours during the eligibility year in accordance with the following table:

Location Metric - Presence at Work Award		
Metric	Target	Payment Amount
Unplanned Absenteeism	15% reduction	\$500
Upside Potential		
Unplanned Absenteeism	5%	\$250

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<u>Individual Metric – Presence at Work Award</u>		
<u>Metric</u>	<u>Target</u>	<u>Payment Amount</u>
<u>Compensated Hours</u>	<u>1,850</u>	<u>\$1,000</u>

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

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

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

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

In addition, should the International Union, UAW-Stellantis Department raise any question regarding the eligibility of a specific employee, the Company agrees to meet on such cases to review the facts.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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PM & P / LMA

Team Member / Team Leader Classification

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

(255) Team Member / Team Leader Classification

International Union, UAW

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

Dear ~~Sirs: Mr. Boyer:~~

During these negotiations, the parties reaffirmed their commitment and understanding related to the importance of a flexible Team Based Organization supported by the consolidation of classifications to Team Member and Team Leader. The Joint Team Leader Selection Committees (JTLSC) consists of two (2) FCA US LLC management employees and two (2) UAW represented seniority employees. The UAW JTLSC members will be appointed by the UAW International Vice President and Director of the Stellantis Department. Management JTLSC members will be selected by the Plant Manager or their designated representative.

The parties at the National and Local levels recognize the following elements are required and fundamental to the team based environment:

- Consistent communication and team meeting process established;
- Open position postings will be to teams and no longer to specific jobs;
- Team flexibility and rotation consistent with WGM-SPW methodology; (Except in some areas where full rotation may affect the quality and efficiency of the operations, the minimum 3x3x3 job matrix standard will be applied). The local parties will establish a training plan, with timing, for team member rotation.
 - Team metrics are established and tracked according to WGMSPW methodology;
 - Standardized work established for Team Members and Team Leaders;
 - Established Team Leader Selection process and Team Leader Evaluations. Team Leaders will receive a 30 day evaluation monthly for their first four months and one additional evaluation by the end of the 1st year. Thereafter, they will be evaluated on a semi-annual basis;
 - Teams actively participate in Kaizen and suggestion activities;

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 CTD 10/27/23

- Appropriate Team Leader to Team Member ratios (please refer to the Joint Team Leader Selection Manual for ratio guidance);
- Additions to the Team Leader classification will be by application on a department basis;
- The National Parties may establish additional classifications and wage rates;
- The Local Parties may petition the National Parties regarding the establishment of additional classifications for consideration and approval;
- In the event a Team Leader voluntarily resigns from their current Team Leader position, they must wait a minimum of six (6) months active on roll period from the resignation date before they are eligible to apply for another Team Lead opening;
- A UAW member serving in an elected or appointed position ~~may~~ will not be eligible to apply for or hold a Team Leader position. See ~~Joint Team Leader Selection Manual for eligibility~~.
- The Local World Class Partnership Council (LWCPC) Co-Chairs will be notified prior to the disqualification of a Team Leader.

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 roll. These Team Leader moves are restricted during critical periods that may adversely impact operations such as, product launch and changeover. In the event a Team Leader is selected to fill an open Team Leader position, the vacated Team Leader position is restricted to Team Member candidates posting only.

Joint Audits will be conducted twice per year at each location in order to review the status of any open team based elements and to ensure the plants maintain the intent of the team based environment during the term of the 2015-2023 National Agreement.

Any concerns with Team Leader roles and responsibilities may be forwarded to the National Parties for resolution.

The Team Leader selection criteria will be modified to ensure the critical attributes related to leadership behaviors, WGMSPW involvement and job skill are heavily considered. The revised Joint Team Leader Selection Training and Procedure Manual, which includes the roles and responsibilities, will be posted on the UAW-Chrysler National Training Center's website HUB and a copy will be provided to the Joint Team Leader Selection Committee at each facility. Any changes to the aforementioned Manual will be mutually agreed upon by the National Parties.

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
 By Norwood H. Jewell Rich Boyer

Handwritten signatures and initials in blue ink, including: BC, DG, 10-27-23, JLF, RB, HC, MDH, and others.

Handwritten signatures and dates in blue ink, including: 10/27/23 and 10/29/23.



P M & P / LMA

Good Record Criteria

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

(256) Good Record Criteria

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

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

The Company and Union discussed implementing a process that allows employees with a good record to receive two (2) excused absences in situations that would normally result in occurrences in the attendance procedure. As a result, the Company agrees to allow employees two (2) excused absences in a rolling twelve (12) month on-roll period to cover absences, provided the following conditions are met:

- Employee has a minimum of one (1) year of on-roll employment.
- Has not been issued discipline/points 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).

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

Accepted and Approved:

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

9/28/23 BC CW HC
 JHE RB Ed AD MDH 123
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P M & P / LMA

PAA Utilization

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

(257) PAA Utilization

International Union, UAW

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

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

The Company and Union discussed implementing a process that allows employees who have demonstrated exceptional attendance behavior to utilize Paid Absence Allowance (PAA) time in situations that would normally result in an occurrence ~~in~~ under the ~~attendance procedure~~ Memorandum of Understanding-Absenteeism (M8). As a result, the Company agrees to allow employees to use up to ~~forty (40) hours~~ five (5) days of their annual Paid Absence Allowance (PAA) allotment to cover an absence provided the request is made ~~thirty (30) minutes or more prior to the start of his shift~~ in accordance with M8's Notification process and the following conditions are met:

- The employee has annual PAA, not PAAH, available to use.
- PAA has to be taken in increments consistent with payroll practices and/or the plant work schedule.
- Employee has a minimum of one (1) year of on-roll employment.
- ~~Has not been issued a step of disciplinary time off under the Memorandum of Understanding-Absenteeism within the previous twelve (12) months of on-roll employment.~~
- Employee currently has no more than two (2) points under M8.
- Employee was not assessed more than two (2) steps under the prior version of M8 within the previous six (6) months of on roll employment.
- The PAA day is not used 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. The 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).

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- ~~When an employee provides at least 24-hour advanced notice for all forty (40) hours of their annual PAA usage, the Company will grant use of one additional planned (at least twenty-four (24) hours in advance) unpaid day off within the same calendar year.~~

Prior to PAA Utilization being suspended, the Company will share the unplanned absenteeism impacts to production or related operations data with the Local Union leadership. This data will be reviewed on a quarterly basis with the Local Union leadership and if there are improvements, PAA Utilization will be reinstated.

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

Accepted and Approved:

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

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9/23/23
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9/26/23



PM & P / LMA

Joint Transition Team - Benefits Representative

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

(281) Joint Transition Team - Benefits Representative and EAP Representative

International Union, UAW

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

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

During these negotiations, the Parties agreed that in the event of a plant closing or idling, a Joint Transition Team will be implemented to assist in managing employee movement, transition and status changes. The Joint Transition Team shall include a UAW Benefit Representative and an Employee Assistance Representative, where they currently exist. It is not the intent of this language to add additional representatives where they do not currently exist. and The Benefit Representative and Employee Assistance Representative will remain active for up to one (1) year following the plant closing or idling.

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

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~Gynthia Estrada~~ Rich Boyer

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BC
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RA
JHF
RB
BW
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Handwritten notes:
DC
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FCA US LLC

PM & P / LMA

Joint UAW-FCA Sticker

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

(289) Joint UAW-FCA Sticker

International Union, UAW

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

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

During ~~2019~~ 2023 Negotiations, the parties discussed the Union's desire for a joint UAW-FCA decal or sticker to recognize products proudly built by UAW-represented FCA employees. As a result of these discussions, the Company agreed to adopt, no later than six (6) months from the agreement date, a standardized sticker to be affixed upon vehicles produced at U.S. Assembly plants.

Additionally, the Company will affix the UAW registered logo to FCA US LLC tractor doors.

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

Accepted and Approved:

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

9-8-23^{BC} LW HL
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P M & P / LMA

Understanding Re: Schedule "A" Bargaining Unit Descriptions

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

(290) Understanding Re: Schedule "A" Bargaining Unit Descriptions

International Union, UAW

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

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

The parties agree to further review Schedule "A" to identify ways to make Schedule "A" more operational and efficient. Thus, while the parties have signed language for Schedule "A" in subcommittee as part of the ~~2019~~ National Negotiations, the parties acknowledge that further modifications may occur upon joint agreement and prior to the printing of the ~~2019~~ Schedule "A" contract book.

Very truly yours,
FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~Cynthia Estrada~~ Rich Boyer

9-8-23
RB ← W
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JM PW
ER JW dl

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CR 9/17/23
JH



P M & P / LMA

Sourcing & Job Security Commitment Letter

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

(294) Sourcing & Job Security Commitment Letter

International Union, UAW

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

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

During the 2019 Negotiations both parties recognized the opportunity to make modifications to the existing Memorandum of Understanding - Sourcing & Job Security (M-1) language and corresponding processes. The parties agree there is a need to improve transparency, the timely process of information sharing and overall commitment to the administration of M-1. The Union expressed their concerns to improve these issues. Accordingly, the Company reaffirms its commitment to the following meetings to address concerns.

- Product Update Meeting held bi-annually with the Vice President of Employee Relations, the Vice President of the UAW ~~FGA-Stellantis~~ Department and the Head of ~~Advanced Concepts Engineering (ACE)-Physical & Functional Design and Integration (PFDI)~~.
- Program Overview Meeting held approximately at ~~Step B Sync 1~~ of the ~~FGA Stellantis~~ vehicle development process (PDP Timeline) for any new major vehicles or major redesigned vehicles.

Both parties recognize the need for continuous improvement to the Sourcing Administration process. As such, process changes corresponding to the M-1 language will be addressed in the M-1 M-10 Sourcing Administration Manual. Modifications to the sourcing process will align to the updates made in 2023 negotiations be collaboratively discussed and jointly agreed upon prior to the changes being made. Through discussions during these negotiations, Management and Union agree to the following commitments via the Sourcing Administration process:

- Pre spend allocation amounts will be provided monthly for vehicle engineering.
- If the rationale for the work being off loaded or outsourced relates to cost, the relevant financial information associated with that sourcing action will be provided to the International UAW Sourcing Coordinator.

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ABA 10/27/23
 CTD 10/27/23

- Inclusion of UAW-FCA Vice President or designee in quarterly Cost Optimization Meeting.
- Quarterly current volume update for all U.S. vehicles, components and propulsion systems will be provided to the International UAW Sourcing Coordinator.
- Quarterly dual source information for U.S. propulsion systems will be provided to the International UAW Sourcing Coordinator.
- Quarterly inventory reports for U.S. facilities will be provided to the International UAW Sourcing Coordinator.

The parties agree to review and make appropriate changes within 90 days of ratification to the M-1/M-10 Sourcing Administration Manual reconfirming our commitment to the M-1/M-10 language and processes. It is the intent that these changes should resolve the ongoing issues related to Sourcing actions being processed prior to discussion taking place with the Bargaining Unit groups.

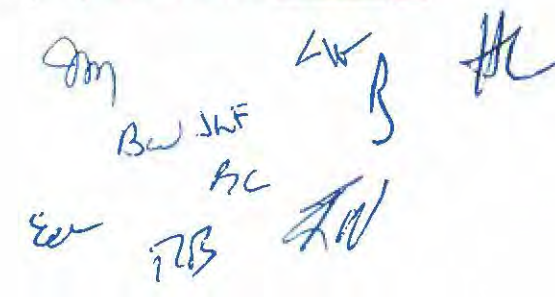
Very truly yours,
FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: ~~Cynthia Estrada~~ Rich Boyer



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 HC
 SCM 10/28/23

ABA 10/27/23
 CFO 10/27/23



P M & P / LMA

Outsourcing Moratorium

~~December 16~~ September xx, 204923

(300) Outsourcing Moratorium

International Union, UAW

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

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

During the 204923 Negotiations, the Union and the Company discussed the importance of job security for its employees/members. ~~During the term of the 2015 agreement, the Company demonstrated this commitment by investing over \$10 billion dollars and creating over 6,400 jobs in U.S. facilities, securing American UAW jobs by continuing to grow the business. Furthermore, the Company successfully insourced over 400 jobs during this same time period.~~

The Company shares the Union's concern regarding long term success and has worked with the Union to pursue methods, including the flawless implementation of SPW, which will improve the viability and competitiveness of our operation. The Company is committed to its partnership with the UAW in identifying competitive opportunities for this ever changing business. As such, the parties agree that FCA US LLC will maintain its manufacturing and industrial presence in the United States ~~with the commitment of future investment opportunities in excess of \$ 9 billion dollars.~~

FCA US LLC has maintained a long history of producing cars and trucks in the United States for sale at home and abroad. To that end, the Company has committed that the following will apply to FCA US LLC UAW represented operations covered by the FCA US LLC UAW 204923 National Agreement as discussed by the parties.

1. During these negotiations, the parties identified product and process work represented by the UAW that will be retained through a moratorium on outsourcing of existing core product for the life of the 204923 National Agreement with the exception of certain exclusions as discussed by the parties. Additionally, the parties will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which either party identifies as that which might be performed competitively focusing on maximizing the optimal usage of available floor space.

SRm 10/28/23
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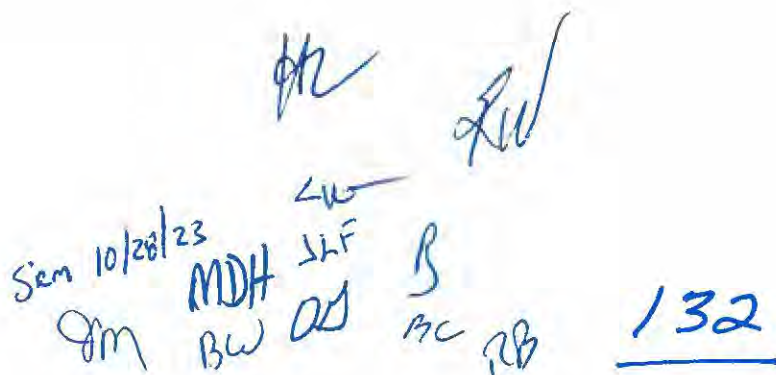
CTO 10/27/23
 HRN 10/27

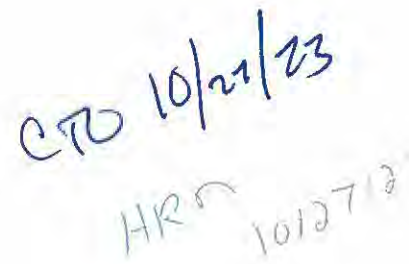
2. The Company commits to insource certain specified UAW FCA US LLC represented jobs. This work will be retained for the term of the 201923 National Agreement. Additional jobs above those already identified will be studied with the intent to insource work to UAW represented facilities if a positive business case is presented.
3. Pursuant to these discussions and provisions of the Agreement, and in conjunction with the aforementioned commitment to insource work, a moratorium on outsourcing of existing core jobs, will be implemented through the term of the 201923 National Agreement.
4. It is understood by the Union and Company that new processes and technology exist in an ever changing competitive market. To that end the sourcing committee seeks a commitment from the Company to consider the insourcing of work that was previously slated to be performed on the outside. There may be circumstances where new processes and/or technology show favorable impact in replacing older methods.
5. Any issues that arise relative to the interpretation of this Agreement or the implementation of the commitments contained herein will be discussed and resolved by the Company and International Union. The commitment expressed in this moratorium is intended to contribute significantly to our efforts to work cooperatively to provide FCA US LLC employees in the United States improved job security by responsibly growing the business.

Very truly yours,
 FCA US LLC
Glenn Shagena Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
 By: Cynthia Estrada Rich Boyer


 A collection of handwritten initials and signatures in blue ink. At the top left, there is a signature that appears to be 'GSC'. Below it, 'Sem 10/28/23' is written. To the right, there are several initials: 'MDH', 'JLF', 'BW', 'AS', 'B', 'BC', and 'RB'. At the bottom right of this group, the number '132' is written and underlined.


 A handwritten signature 'CFO' followed by the date '10/21/23'. Below the signature, the text 'HR' and the number '1012713' are written.



FEDERAL CREDIT ADMINISTRATION

P M & P / LMA

Sourcing Administration

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

(302) Sourcing Administration

International Union, UAW

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

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

During these negotiations, the parties discussed at great length the necessity for revising and reaffirming the administration of the Memorandum of Understanding – Sourcing. The parties recognized that a revised and updated process, including clearly defined Job Security, Operational Effectiveness and Sourcing Committee (JSOES) responsibilities, is essential to the proper administration of the Memorandum.

Therefore, in an effort to address these concerns, the parties have agreed to continue to investigate the evolving vehicle development process to ensure the proper administration of the entire sourcing process; as well as the Stamping, Assembly and Powertrain notification process. The Sourcing Administration manual will be revised accordingly. Updates will be developed with the involvement of the UAW Leadership, including the Salaried Bargaining Unit, and Sourcing Representatives throughout the manual development process.

It is also agreed that concerns relative to proper administration may be raised by either party for discussion. Modifications may be made by mutual agreement between the parties during the term of the Agreement, as circumstances require. ~~Discussion and implementation relative to the revised administration process will be undertaken as quickly as practicable following the ratification of the 2019 Agreement.~~

The Company commits to the creation of an updated 2023 Sourcing Administration Manual within ninety (90) days of ratification of the National Agreement. The updated

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HL EW RW
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10/30/23

Manual will reflect the new terminology, content and scope of meetings going forward based on the new Stellantis Vehicle Development Timeline.

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

Accepted and Approved:

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

HC

SRM 10/30/23
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ABA
10/30/23

HRM
10/30/23



FINANCIAL CONSULTANTS

PM & P / LMA

Tool Allowance - Skilled Trades

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

(307) Tool Allowance - Skilled Trades

International Union, UAW

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

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

The Company agrees to pay eligible seniority Skilled Trades employees a tool allowance during the term of the ~~2019~~ 2023 National Agreement. Eligible seniority Skilled Trades employees will receive ~~two (2) \$1,000.00 payments for the purchase of tools, books and supplies. The first payment will be made on March 27, 2020 and the second payment will be made December 17, 2021.~~ a one time \$1.50 per hour fold in to the base wage, prior to the 2023 GWI.

~~Eligible Skilled Trades employees are defined as those who are active on roll with the Company, as of the eligibility date, March 2, 2020 and November 22, 2021. Those who are not active, as of the eligibility dates, Inactive employees will be deemed eligible for payment the \$1.50 fold in upon their return to active status.~~

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

Accepted and Approved:

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

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P M & P / LMA

Apprentice Forecasting and Development

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

(308) Apprentice Forecasting and Development

International Union, UAW

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

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

During these negotiations, the Union and the Company acknowledged that skilled trades personnel provide vital maintenance and construction support to operations, and that there is a direct relationship between the effectiveness of skilled trades personnel and the success and viability of the operations they serve. Establishing new levels of competence within the apprenticeship trades through training and assessment of apprentices will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility and operational effectiveness and, in turn, enhance job security.

Program Size

Consistent with these discussions and in response to present skilled trades demographics, potential future retirements, and attrition, the Company commits to retaining a viable apprentice program. It is recognized, however, that business conditions, increasing competitive pressures and the future business outlook will continue to impact the number of apprentices required to be placed on course. Nevertheless, the Company recognizes the Apprentice Program as an important source of qualified journeymen and the fact that the program has historically been the source of the majority of journeymen within the Company. Both parties recognize that an active, viable Apprentice Program must align with the business requirements in terms of both content and size and that it is the Company's intention to continue to utilize the Apprentice Program as a major source of future journeymen.

Given these considerations, the parties agree to an apprentice needs forecasting methodology that will include an annual review to align apprentice needs with business requirements. In an attempt to ensure that an appropriate number of apprentices are placed on course when and where required, the national parties, business conditions permitting, will:

BTU 10/10/23
JWF
AM
BSC
RB
CWS
XLU
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10.6.23 AJ
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Use the first pay period ending in January of each year during the term of this Agreement to calculate a 50% threshold number.

This threshold number will be calculated annually at all manufacturing locations with UAW-FCA apprenticeable skilled trades classifications. This calculation will be based on the number of skilled trades on the active roll within apprenticeable skilled trades classifications at that plant on the calculation date who will be sixty-five (65) years of age or older at any point within four (4) consecutive calendar years following the calculation date. Any skilled trades person included in a prior years calculation is excluded from all subsequent year calculations. A number of apprentices equal to fifty percent (50%) of this calculation will then be placed on course in the labor market area. Notwithstanding the above formula, the parties agree that during the term of the ~~2019~~2023 Agreement, application of the formula shall not result in excess of 600 new apprentices. ~~To ensure that this ceiling is not exceeded, any skilled trades person who is age sixty-three (63) or over prior to January 1, 2020 shall be excluded from each of the annual calculations.~~ Thus, for the January ~~2020~~ calculation, the formula will be based on all apprenticeable skilled trades persons who are age sixty-one (61) ~~or sixty-two (62) prior to on~~ January 1, ~~2020~~ of each contract year commencing in year 2024 and every year thereafter for the term of the agreement. If a situation arises where a location falls below an 8% threshold, the Company will work with the local parties to develop a plan to add the required number of apprentices based on current business needs. Furthermore, the Company will add one apprentice for each Journey person in an apprenticeable trade who retires before reaching the age of 61 during the term of the agreement.

These calculations could, business conditions permitting, result in adding as many as 600 apprentices during the term of the ~~2019~~2023 Agreement, ~~200 of which would be placed to support both the Detroit II Assembly Plant (D2AP) and the new Industrial Controls Classification.~~

Apprentices will be added in accordance with the annual method detailed above provided that qualified candidates can be found who meet all the selection criteria. The national parties will resolve any discrepancies with the annual forecasting method. An effort will be made to manage the flow of accessions to facilitate the orderly scheduling of core skills training for new apprentices. It is understood that while the existing work force will be a major source of future apprentices, this will not limit the FCA-UAW National Apprentice Committee (FUNAC) from making adjustments based on mutually agreed upon business conditions.

It is also understood that in cases where graduating apprentices would create a surplus in that skilled trade classification at the plant, these graduating apprentices will be recognized as journeypersons and will have the option of either being placed on indefinite layoff or be placed to work in a production classification after exercising their skilled trade seniority. These Journeypersons will be considered as if they were on layoff from the trade and will be eligible for placement pursuant to Section 64 and Letter 247.

Very truly yours,
FCA US LLC
By Glenn ShagenaChristopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Gynthia EstradaRich Boyer

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September xx, 2023

(311) U.S. Investment

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

As demonstrated below, Stellantis is committed to establish long-term stability and job security for the U.S. workforce. In turn, the Union understands that product allocation is achieved through strong and sustained plant performance and is committed to enable Company success and thereby help create stability and security for employees.

The following summarizes Stellantis' (FCA US LLC) planned future U.S. investments, totaling approximately \$9.3 billion across 15 Assembly, Powertrain, and Stamping facilities and \$250 million across Mopar over the term of this Agreement, demonstrating the Company's continued commitment to the UAW and our workforce. Additionally, in support of our E.V. transformation, the Company has other planned future U.S. investments, including investment in the three (3) Joint Ventures to construct E.V. battery plants, totaling approximately \$9.4 billion by 2028. In total, Stellantis plans to invest approximately \$18.9B in the U.S. during the term of this Agreement.

Plant	Current Product	Future Product Allocation 2023-2028	Investment
Assembly			~\$6.5B
Belvidere		All New Midsize Truck in 2027 (80,000 – 100,000 Units Projected)	~\$1.5B
Toledo Assembly Complex North & South	Current Jeep Wrangler (JL) will continue into 2028 Current Jeep Gladiator (JT) will continue into 2028	Mid-Cycle Action updating the Jeep Gladiator (JT) in 2023 Jeep Wrangler (JL) PHEV Upgrade in 2025 Jeep Gladiator (JT) PHEV Upgrade in 2025 Next generation Jeep Wrangler (J70) including BEV and REPB in 2028	~\$1.5B
Warren Truck	Current RAM 1500 (DS) will continue through 2024 Wagoneer / Grand Wagoneer (WS) will continue into 2028	Mid-Cycle Action Wagoneer / Grand Wagoneer (WS) in 2025 Introducing Wagoneer / Grand Wagoneer (WS) REPB STLA Frame in 2025 Introducing Wagoneer / Grand Wagoneer (WS) BEV STLA Frame in 2027 2 nd Mid-Cycle Action Wagoneer / Grand Wagoneer (WS) in 2027	~\$600M
Sterling Heights	Current Ram 1500 Light Duty (DT) will continue through 2024	Mid-Cycle Action updating the RAM 1500 Light Duty (DT) in 2024 New RAM 1500 Light Duty (DT) including BEV and REPB STLA Frame in 2024	~\$1.4B

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Detroit Assembly Complex	Current Dodge Durango (WD) will continue through 2025 Current Jeep Grand Cherokee 2 row (WL 74) will continue through 2027 Current Jeep Grand Cherokee 3 row (WL 75) will continue into 2028	Mid-Cycle Action updating the Jeep Grand Cherokee 2 row (WL 74) in 2024 Mid-Cycle Action updating the Jeep Grand Cherokee 3 row (WL 75) in 2024 Next generation Durango (D6U), including ICE and BEV in 2026 Next generation Grand Cherokee (J6U), including ICE and BEV in 2027	~\$1.5B
Powertrain			~\$2.55B
Kokomo Casting	Continued production of various engine blocks and components, transmission cases and components & chassis components	Launch WL & LB Crossmembers in 2024 Launch EDM Gearbox Cover in 2024 Launch GME T6 Oil Pan in 2024 Launch the EP6 Bedplate in 2025 Launch the EP6 Block in 2025 Launch eMotors Housing and Cover in 2026	~\$160M
Kokomo Engine	Current Product GME T4 DOHC will continue into 2028		-
Kokomo Transmission	Current product 850RE Gen2 will continue into 2028 Current product SI-EVT will continue into 2028	Launch the 880RE Gen4 in 2024 Introduce Electric Drive Motor Gearbox Covers in 2024	~\$450M
Indiana Transmission	Current product 948TE will continue into 2028 Current product 68RFE will continue into 2024	Launch Phase I of Electric Drive Motor Gear Machining & Assembly in 2024 Launch Phase II of Electric Drive Motor Gear Machining & Assembly in 2025 Launch e-Motor Assembly in 2026	~\$900M
Trenton Engine Plant	Pentastar Classic continues through 2024 Pentastar Upgrade continues through 2028		
Dundee Engine Plant North & South		Launch the GME - T4 EVO in 2024 Launch the EP6 in 2025 Introduce production of STLA Frame & Large Battery Trays in 2024 Introduce production of STLA Large Beam Machining in 2025	~\$770M
Toledo Machining	Current 850RE Torque Converters will continue into 2028 Current 948TE Torque Converters will continue into 2028 Current HD Truck Steering Columns will continue into 2028 Current Jeep Wrangler/Gladiator (JL/JT) Super-Module continue into 2028	Introduce production of STLA Large Front Cradles Introduce Production of STLA Medium Cradles Introduce Production of Halfshafts	~\$270M
Stamping			~\$250M
Sterling Stamping	Continue current products to support Detroit Assembly Complex Jefferson, Warren Truck, Toledo and Sterling Heights Assembly facilities.	Introduction of future products to support Detroit Assembly Complex Jefferson, Warren Truck, Toledo and Sterling Heights Assembly and other North American facilities	~\$165M
Warren Stamping			~\$85M
Joint Venture Battery Plants			~\$9.4B
Belvidere	Launch a new JV Battery operation in 2028 with a yet to be identified business partner		~\$3.2B
Kokomo, IN	Launch two (2) new JV Battery operations with Samsung SDI with the first scheduled to begin production in 2025 and the second in 2026.		~\$6.2B
Mopar			~\$250M
Launch new Belvidere Consolidated Mopar Mega Hub in 2024 through the consolidation of work from the Marysville, Chicago, and Milwaukee PDC's			~\$100M
Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025			
Launch new Fishkill, NY Mopar Hub in 2025 with the consolidation of work from the New York and Boston PDC's			~\$30M
Launch new Macon, GA Mopar Hub in 2026 with the consolidation of work from the Orlando and Atlanta PDC's			~\$30M
Launch new Metro Detroit Region Mopar Hub in 2026 with the consolidation of work from the Centerline PDC, Centerline Warehouse & Packaging, Warren PDC, and Sherwood PDC			~\$30M
Launch new Reno, Nevada PDC projected in 2027 with the consolidation of work from the LA PDC			~\$30M
Launch new South Central Texas PDC projected in 2026 with the consolidation of work from the Dallas PDC			~\$30M

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The parties understand and agree that the global and North American economies and vehicle markets remain highly volatile and, as such, continue to be unpredictable. Further unpredictability with volumes and mix is anticipated with the introduction of E.V. product offerings within our vehicle lineup. Accordingly, it is understood that the product investment and employment level numbers set forth above are subject to approval by the Stellantis product Allocation Committee and contingent upon plant performance, changes in market conditions, and consumer demand continuing to generate sustainable and profitable volumes for all of the U.S. manufacturing facilities described above.

Very truly yours,
FCA US LLC

By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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(M-01) Memorandum of Understanding - Sourcing and Job Security

**MEMORANDUM OF UNDERSTANDING
SOURCING AND JOB SECURITY**

During the ~~2019~~ 2023 negotiations, the Union raised numerous concerns about the Company's sourcing actions and the impact on employment opportunities. While recognizing our common objectives for quality, speed to market, product innovation, compliance with government regulations and achievement of competitive costs, the parties agree that it is incumbent upon them to exchange information which allows the International UAW leadership and Sourcing Representatives to provide input into sourcing patterns and sourcing decisions while still meeting product development target dates.

To that end, the Company commits to work and assist the Union at both the International and Local levels to identify work, which can be performed competitively, that supports the parties' interests in preserving jobs, replacing jobs which may be lost by outsourcing actions, creating jobs for laid off employees and to work together toward identifying insourcing opportunities. It is the Company's intention to grow the business by increasing market share through new product offerings, and to continue to rely upon its employees and facilities as the source of its products. However, the opportunity to grow the business may be limited by market conditions, or the availability of funding for new product investment. The Company agrees to incorporate the procedures and structure outlined herein when making sourcing determinations during the ~~2019~~ 2023 Agreement.

Sourcing Rationale

The rationale for sourcing actions will consider the following criteria: the degree to which the Company's resources can be allocated to further capital expenditures, cost, technology, timing, quality, statutory requirements, proprietary rights, overall financial stability of affected facilities, occupational and related environmental health and safety issues, the impact on related facilities, and the impact on long-term job stability. Other factors considered by the Company before a final sourcing decision is made will include the effect on employment, and job and income security costs on both a short and long-term basis. Such criteria shall give equal weight to the full impact of a sourcing action on FCA US LLC UAW represented employment levels and relative to the job and income security of FCA US LLC UAW represented employees. The National Sourcing Committee may form Joint Task Forces to ensure full implementation of such criteria throughout the Company and, on an as needed basis, to address any specific sourcing areas of concern identified by the Union.

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The National parties will jointly further develop the above criteria to be used to address sourcing issues. In review of financial criteria, appropriate Corporate return on investment and burden will be identified. Pertinent criteria will be applied consistently in comparisons of internal and external supply capability.

National Committee Members

The parties have agreed to maintain the National Job Security, Operational Effectiveness and Sourcing Committee (National Committee), comprised of Company and Union representatives. The National Committee shall be co-chaired by the Vice President and an Assistant Director of the FCA Stellantis Department, UAW (or his their-designated representatives) and the Vice President of Employee Relations (or his their-designated representatives). The members of the National Committee shall have responsibilities as outlined in this Memorandum. The National Committee will meet as required in conjunction with National JSOES:

1. Monitor the efforts of the Local Committees.
2. Approve Local Committee efforts to improve operational effectiveness and coordinate these actions when appropriate.
3. Coordinate, where applicable, the execution of Special Programs described in Attachment A as well as the movement of employees within or between Labor Market Areas. For example, where a permanent loss of jobs has occurred or is scheduled for the location, the parties may discuss the transfer of employees to other locations; such a transfer could be in advance of the scheduled job loss, if it could be accomplished without adversely affecting quality or operating efficiency.
4. Act on requests from Local Committees to waive, modify or change National Agreement provisions when such action would result in the preservation or increase of job opportunities. Approval of such requests will be countersigned by the Vice President and an Assistant Director of the FCA-Stellantis Department, UAW and the Vice President Employee Relations, FCA US LLC.
5. Make periodic reports to the Union and Company leadership regarding the operation of the Sourcing and Job Security Program.
6. Review potential competitive sourcing opportunities where there is available floor space, equipment or capacity, as well as opportunities where low labor content operations could be removed, thereby creating space for more competitive higher labor content operations.
7. Periodic review of future and emerging technologies, innovations, research and process changes.
8. Discuss potential needs for training of the local committees relative to their responsibilities under JSOES.
9. Discuss current sourcing patterns and potential changes going forward.

The National Job Security, Operational Effectiveness and Sourcing Committee is specifically empowered to periodically review and evaluate the operation of this

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Memorandum of Understanding and make mutually satisfactory adjustments to its provisions during the term of this Agreement.

Roundtable Meeting

An annual Roundtable Meeting will be conducted involving senior management from Source Planning, Procurement and Supply, Product Strategy, Engineering, Manufacturing, Union Relations and the National Committee and the leadership from the UAW ~~FGA~~ Stellantis Department. The agenda for meetings will include a review of vehicle plans for assembly, stamping, ~~power train propulsion~~, and components. Related Source Planning actions to support these plans also will be the subject of the meeting.

It is understood that the Company's frank discussion with the Union about sourcing and related plans may require the Union to keep information confidential until the Company consents to its release. The Company, on its part, also agrees not to use the results of such discussions to obtain more attractive contract terms from outsiders in lieu of keeping the work in-house.

Assembly Meeting

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

Power Train- Propulsion Meeting

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

Stamping Meeting

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

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

It is imperative that sourcing discussions and notification become an effective and trusted tool. It is recognized that early involvement by the UAW in ~~GPGP PDP~~ will greatly enhance the chances for mutual success and will not jeopardize the product creation objectives of quality, speed to market, product innovation, and lower total cost.

The Company's continues to adjust to the significantly compressed ~~GPGP PDP~~ timeframes and overall objective to improve speed to market. The timing for achieving various ~~GPGP PDP~~ milestone dates will fluctuate depending on the risk inherent in each product program. Therefore, future sourcing notification timing will vary uniquely with each program on a case-by-case basis but will remain consistent to the early notification, disclosures, and protocols mentioned throughout this memorandum. Specific ~~GPGP PDP~~

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milestone target dates will be disclosed at the Program Overview Meeting. The reality of variable program timing and ongoing system change dictates frequent and structured communication for effective sourcing discussion and notification.

Product Update

In order to involve the UAW Sourcing Representatives at the earliest stages of the product creation cycle, the Vice President of the UAW-~~FGA~~ Stellantis Department along with the UAW International Sourcing Representative and the Vice President of Employee Relations or his designated representative will meet twice a year with the Head of Advanced Concepts Engineering (ACE)-Physical and Functional Design and Integration (PFDI) to provide updates on current and future products.

Additionally, members of the National JSOES, including the UAW ~~FGA~~ Stellantis Department leadership, will meet quarterly, or as necessary, on a confidential basis, to discuss new or redesigned vehicles, engines-propulsion systems, transmissions, components or subsystems under study but not yet at program approval. Inasmuch as this milestone is well in advance of any program approval or plant loading, the directional information for discussion will include potential pre-source activities, body styles, brand assumptions, role in the overall portfolio and primary regions of sale as available.

Program Overview Meeting

During these negotiations, the Union expressed concern relative to full involvement at the earliest stages of the decision-making process. To that end, the Company shall inform the respective UAW Sourcing Representative of New Major Vehicles or Major Redesigned Vehicles at the Program Overview Meeting. Information discussed at this meeting will typically include program objectives, GPGP PDP milestone dates, marketing objectives and customer requirements, and potential assembly and stamping plant loading capability. At approximately the Sync 1 milestone of the new PDP Timeline, the Program Overview Meeting will be held between the parties.

Supplier Selection Source Plan

The International Union will be notified in writing by the Company of plans to proceed with a new or redesigned vehicle, sub-system or component part. During the Program Overview Meeting, the National Committee Co-Chairs, Administrative Assistant(s) to the Vice President and Director of the ~~FGA~~ Stellantis Department, UAW, Assistant Director of the ~~FGA~~ Stellantis Department, UAW responsible for Sourcing, other designated senior management representatives, and the appropriate UAW Sourcing Representative(s) shall be provided a Program Overview by senior Platform management. Such information shall include a review of current sourcing patterns, including the names of suppliers producing components for the current vehicle, any possible changes in assembly, subassembly, stamping, power-train propulsion and other component sourcing patterns which have been identified by the Platform, possible insourcing opportunities, targeted market and cost objectives, and technology which may impact the represented workforce.

All contemplated sourcing decisions which impact tooling programs, process changes, die construction, die design, tool design, stamping tooling, assembly tooling, processes, technology and design and prototype work at Assembly, Stamping, Power-Train Propulsion and Component manufacturing locations shall also be provided subsequent to the Program Overview. With the information provided during the Program Overview Meeting, and subsequent meetings, and as appropriate during the meeting cycle with the UAW Trades Effectiveness Representative, the UAW Sourcing

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Representative may provide input or alternatives to sourcing pattern(s) which coincides with the Program Overview Meeting and the Final Source Plan. If, during these meetings, issues between the UAW Sourcing Representative and the respective Platform cannot be resolved, the matter may be referred to the UAW Assistant Director - Sourcing and Senior Manager Sourcing for review and resolution. In the event the parties are unable to resolve the matter, it may be referred to the National Sourcing Council (Council) for early resolution. The Council shall consist of the Vice President and Director of the FGA Stellantis Department, UAW, Administrative Assistant(s) to the Vice President and Director of the FGA Stellantis Department, UAW, Assistant Director of the FGA Stellantis Department, UAW responsible for Sourcing, Senior Vice President of Manufacturing, Head of Vehicle Engineering, Senior Vice President of Company Quality and Vice President of Employee Relations, and other appropriate designates. The Council will meet to review issues brought to their attention by either party in the interest of reaching a resolution which serves the mutual goals and competitive challenges of the parties.

Final Source Plan

The UAW Sourcing Representatives and UAW Trades Effectiveness Representative shall be provided updated and confirming sourcing documentation of the types provided during the Supplier Selection Source Plan as notification of contemplated changes in sourcing patterns. Documentation will be provided to the Union Relations Sourcing Administration office for distribution to the appropriate UAW Sourcing Representatives. This documentation, which will provide the design and engineering sourcing information and prototype sourcing information where different than the production source, shall be forwarded to the appropriate Salaried Local President or Unit Chairperson and if applicable, the Hourly Local President and Shop Chairperson.

National Committee representatives will monitor sourcing, address sourcing concerns, as well as monitor and oversee employment levels and the administration of the Sourcing and Job Security Programs. They shall be provided timely access to all data, including financial and cost information, to evaluate potential sourcing actions and their impact on UAW-represented jobs.

The National Committee shall meet on a quarterly basis. At the quarterly meeting, data regarding work brought in-house and work outsourced will be provided and discussed. Moreover, the members of the National Committee shall be advised of all Appropriations Requests as they are received, including the number of potential jobs affected. (In addition to providing hard copies, the Company will provide a summary of this data electronically.)

National Sourcing Committee Meetings

The appropriate National Committee members will meet on an as required basis as frequently as twice a month. Additionally, on an as needed basis, representatives from various functional areas may be scheduled to meet with the Committee (i.e. Manufacturing, Purchasing, etc.).

In order to facilitate these discussions, the Company will ensure that information regarding Platform sourcing is provided on a timely basis to the designated UAW Sourcing Representative for the respective platform while new or redesigned vehicles are being developed. The UAW Sourcing Representative may arrange for a meeting with the Company Representative to present their competitive in-house alternatives to Company sourcing decisions. In addition, the Company Representative shall be responsible for advising the UAW Sourcing Representative of meetings, which may occur as frequently as twice a month, regarding Company sourcing decisions. The Company Representative will

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also provide notice of potential make/buy studies, along with prototype and related salaried sourcing information. With such early access to and involvement in the sourcing decision-making process, the UAW Sourcing Representative shall be able to develop an in-depth understanding of their respective Platform's sourcing patterns along with the possible impact which sourcing decisions may have on the hourly and salaried bargaining unit(s). They shall meet upon request with senior members of the Platform or other functional areas as appropriate.

During this process, the designated Representatives from the National Committee will work together to review the sourcing pattern of new or redesigned product with the intent of ensuring that the UAW Sourcing Representative will be equipped with the knowledge necessary to provide their competitive in-house alternatives in the aforementioned process.

Local Committee

The Company and the Union agree that at each bargaining unit covered by this National Agreement, a Local Job Security, Operational Effectiveness and Sourcing Committee will be established to administer the Sourcing and Job Security Program. The membership of the Committee will consist of the local Plant Manager, or the Manager's designated representative, and other representatives selected by Management; the Local Union President or the Local Union President's designated representative; and the Plant Shop Committee along with the Unit Chairs of the appropriate UAW Salaried Bargaining Units. The Local Committee will meet at least once per month. The following duties of the Local Committee will be performed jointly:

1. Review actions which may result in layoffs and the reasons for such actions.
2. Participate in discussions regarding sourcing decisions as outlined in this Memorandum of Understanding. One (1) existing member of the Local Committee from the Union and one (1) from Management will be designated to lead the review, coordination and report recommendations of potential insourcing opportunities as part of their normal roles within the Committee. Both parties agree and commit that these matters should be viewed as a priority. To this end, management will ensure appropriate resources are provided to respond to Union requests for pertinent information.
3. Participate in discussions regarding the introduction of new or advanced technology as provided in Letter (125), New Technology, contained in the National Agreement, including discussions on training and learning opportunities.
4. Fulfill the requirement to meet and report monthly that appropriate communications have taken place; upon the request of the National Committee, the local parties will be required to provide detailed information to support their monthly joint reports.
5. Review the manpower requirements of forward product, facility and business plans, maintaining the confidentiality of the material being evaluated.
6. Coordinate appropriate local training activities.
7. Develop and initiate proposals to improve operational effectiveness to secure existing jobs, and to attract additional business thus providing additional job opportunities.
8. Make recommendations to the National JSOES Committee, as appropriate, regarding any aspect of the Sourcing and Job Security Program. This may include any

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aspect of the contractual relationship between the Company and the Union that is relevant to the duties of the Local Job Security, Operational Effectiveness and Sourcing Committee.

9. Identify and review investments in the facility or equipment which could improve product quality or operational effectiveness.
10. Review past outsourcing decisions and identify opportunities for insourcing which may be investigated as well as new business (such as product launch or other significant events).
11. Assess and monitor the utilization of floor space and equipment on a periodic basis as a way to generate opportunities for insourcing work.
12. Unresolved issues regarding the Local administration of this Memorandum of Understanding can be jointly submitted to the National Committee.

The appropriate member(s) of the National Committee will assist the Local Job Security Operational Effectiveness and Sourcing Committee (Local Committee) in implementing the provisions of the Sourcing and Job Security Memorandum. If the parties cannot resolve a sourcing issue, the Local Union may file a grievance at the third step of the regular Grievance Procedure. If the grievance cannot be resolved, the grievance may be appealed to the Appeal Board in accordance with the Grievance Procedure. In the event the Appeal Board is unable to resolve the issue, it may be appealed to the Impartial Chairman. The Impartial Chairman can only provide a remedy where he finds that (1) a violation of the express commitments set forth in this Memorandum has been established; (2) the established violation resulted from the exercise of improper judgment by Management; and (3) any employee who customarily would perform the work in question has been laid off or was allowed to remain on layoff as a result of work being outsourced or not being brought in-house. The Impartial Chairman's remedy shall be limited to back wages for the affected employees, and the recall and/or placement of affected employees on regular productive work.

Temporary Offloading

When a temporary offloading action is being contemplated, the Plant Manager or his designate will provide to the President of the Local Union and/or Committeemen of the impacted area, a written notice containing the reasons under consideration for the temporary offloading at that location. The notice of the offloading action will be given as soon as practicable, consistent with the reasons such offloading becomes necessary and expected date of return. Copies of this notice also will be provided to the UAW Assistant Director responsible for Sourcing and other National Sourcing Council members.

Temporary offloading notification is not intended to provide a means for circumvention and abuse of the normal outsourcing notification procedures outlined in this Agreement. Should circumstances arise that an offloading action may be viewed as no longer temporary, the local parties will meet to discuss their respective concerns relative to the projected return of the work. Should these issues remain unresolved at the Local Union and Plant Management level, such matters shall be referred to FCA US LLC Employee Relations and the Assistant Director of the **FCA Stellantis** Department, UAW responsible for Sourcing in an attempt to reach a resolution. If after discussions, it is deemed appropriate, the Company shall forward a copy of the temporary offloading notice to the Vice President and Director of the UAW **FCA Stellantis** Department. If a situation arises wherein work which was temporarily offloaded under these provisions is subsequently contemplated for

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permanent outsourcing, all applicable provisions of this Memorandum of Understanding will be applied prior to such work being permanently sourced to an outside supplier.

The parties understand that circumstances do arise wherein the projected return date of temporarily offloaded work legitimately requires an extension and such extension requests will be reviewed by the National Parties.

In addition, the following specific commitments have been made to address sourcing-related job security concerns of UAW members:

Insourcing

The National Committee and, where appropriate, the Local Committee will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which the Union identifies as that which might be performed competitively within the location based on the criteria outlined in this Memorandum of Understanding.

To assist in this process, the International Union will be furnished a complete list of work similar to that currently performed at the location that (1) has been outsourced from that location, or (2) is currently performed by FCA US LLC suppliers for FCA US LLC. These lists will be updated and will include the suppliers' location (city and state), union affiliation, the supplier contract expiration dates, annual volumes, and U.S. plant locations receiving the parts and will be furnished via electronic media three times per year in January, May and September. The parties will initiate efforts to insource particular work consistent with the aforementioned criteria to create prospects for growth and to provide jobs for employees on layoff.

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

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

If it is established that certain work can be performed competitively, judged by the above criteria, Management will adopt the Committee's proposal and, barring unique or unforeseen circumstances, bring the work in-house. The Union shall obtain any necessary approval or ratification within ~~thirty (30)~~ forty-five (45) days of the decision to bring the work in-house.

In addition, the parties recognize that there may be occasions when the Company may wish to temporarily assign work to a FCA US LLC-UAW facility from a non FCA US LLC-UAW facility. In these situations, a Notice of Temporary Insourcing will be completed and submitted via the same processes as a Notification of Temporary Offloading.

Outsourcing

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Outsourcing as used herein means the Company's sourcing of work from FCA US LLC-UAW locations, including work connected with current, new or redesigned vehicles, fabricated parts, ~~power train propulsion systems~~, component products, dies and fixtures. Excluded from this definition are changes in production or purchase arrangements made by any non-FCA US LLC / North American sourcing authority (i.e., subsidiaries, affiliates, captives, joint ventures, transplants, etc.).

If changes to the published and distributed sourcing pattern are contemplated at any time during the vehicle development or production cycle through the initiation of make/buy studies, or when any change in sourcing direction for a process unrelated to vehicle development is contemplated, the International Union, the UAW Sourcing Representative, and the Local Union at the affected location will be given written notice. When the Source Planning function, or the equivalent function at either the Company, Division or plant level, contemplates an outsourcing decision, the International Union, the UAW Sourcing Representative, and the affected Local hourly and salary Unions will be provided written confirmation of the action. The notice shall be provided to the Union as far in advance as possible and consistent with the timing requirements of the product's development cycle. The notice will provide, on a confidential basis, the reason for the outsourcing, a description of the work involved, the number of jobs affected on both a short-term and long-term basis, if known, at both the affected facility and any other FCA US LLC UAW represented facility, the identification of the sourcing authority, the quality status of the recommended supplier. The Company agrees to provide the International Union, the UAW Sourcing Representative, and the affected Local Union with all relevant financial and cost information including incremental costs used in developing the cost of completing work in-house. Data will be provided in conjunction with the aforementioned notice. Proposals to keep the work in-house will be made by the Union within ninety (90) days of the receipt of written notice.

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

Where make/buy study findings do not impact the current sourcing pattern, the notice of contemplated sourcing will be withdrawn.

When such an outsourcing decision is contemplated at any level of the Company, the written notice will be given to the Vice President and Director, FCA Stellantis Department, UAW. A copy of such notice will be given to the National Sourcing Department Coordinator, UAW and the Chairperson of the Local Committee at the same time.

When such a contemplated outsourcing decision is initiated by the Company at a level external to the affected location(s), the Company will provide sufficient advance written notice to allow the designated Management representative at the affected location(s) to comply with the notification procedure.

Additionally, International Union and Local Union input will be sought by the Company as early as possible in the outsourcing decision-making process as referenced in the Sourcing Administration Manual. The intent of the evaluation period and Union input being sought as early as possible is to allow for more thorough discussion and to permit the parties to better assess the impact of outsourcing on the long-term job stability of employees and the financial viability of given Company locations.

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

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

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

Sourcing Financial Data

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

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

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

ATTACHMENT A MEMORANDUM OF UNDERSTANDING SPECIAL PROGRAMS

The National Job Security, Operational Effectiveness and Sourcing (NJSOES) Committee may authorize Special Programs for designated eligible employees or may approve requests from Local Job Security, Operational Effectiveness and Sourcing (LJSOES) Committees for implementation of such Programs. Details of the Special Programs, as well as an explanation of Options, will be jointly presented to all eligible employees. The NJSOES Committee will closely monitor the communication and administration of the Special Programs at the local level to ensure that eligible employees are provided comprehensive information and counseling to ensure their complete

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understanding of each Special Program provisions and the implications of accepting an offer.

These Options may include:

1. Incentive Program - Retirement (IPR)
2. Special Early Retirement (SER)
3. Pre-Retirement Leave (PRL)
4. Voluntary Termination of Employment Program (VTEP)
5. Enhanced Relocation
6. Skilled Trades Retraining
7. Mandatory Placement

The National Parties may expand or limit these Options dependent upon specific plant circumstances.

**SPECIAL PROGRAM #1
VOLUNTARY TERMINATION OF EMPLOYMENT PROGRAM**

The Voluntary Termination of Employment Program (VTEP) provides a guaranteed lump sum benefit payment subject to the conditions and limitations contained herein. This Program is applicable to employees with at least one (1) year of seniority who are at work on or after the effective date of the Agreement.

Description of Program Benefits

Years of Seniority as of Application Date	\$ Amount	Allocation Period (Months)
1 but less than 2	15,000	6
2 but less than 5	21,000	9
5 but less than 10	37,000	15
10 but less than 15	47,000	19
15 but less than 20	62,000	25
20 but less than 25	67,000	27
25 or more	72,000	29

The maximum gross amount of the benefit payable under this Program is \$72,000 for employees with twenty-five (25) or more years of seniority.

In no event, however, shall the amount of a VTEP payment provided under this Program exceed such amount permissible under the Employee Retirement Income Security Act of 1974 (ERISA).

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An employee who accepts a VTEP payment shall be provided with basic health care coverage for a period of six (6) months dating from the end of the month in which the employee last worked.

An employee eligible for an immediate pension benefit under the FCA US LLC-UAW Pension Agreement, at the time of his/her break in service (due to participation in a VTEP), shall upon completion of the Allocation Period and application for a pension benefit under the FCA US LLC-UAW Pension Agreement become eligible for post retirement health care and life insurance on the same basis as other retirees. For purposes of applying the terms of the FCA US LLC-UAW Pension Agreement, such employees shall not be treated as deferred vested by reason of their participation in a VTEP.

VTEP PAYMENT OFFSETS

Any VTEP payment to an eligible employee will be reduced by the employee's outstanding debts to the Company or to the Trustees of any Company benefit plan or program, including any unrepaid overpayments to the employee under the SUB Plan, Exhibits to the National Agreement.

EFFECT OF RECEIVING VTEP PAYMENT

An employee who accepts a VTEP payment shall (i) cease to be an employee and shall have his/ her seniority broken at any and all of the Company's Plants or other locations as of the last day worked subsequent to the date his/her application for a VTEP payment is received ("Termination Date"), (ii) shall have canceled any eligibility the employee would otherwise have had for a Separation Payment and/ or Redemption Payment, (iii) shall not be eligible to receive a special early retirement benefit under the FCA US LLC-UAW Pension Agreement, and (iv) shall not be permitted to retire under the FCA US LLC-UAW Pension Agreement for the number of months of the Allocation Period following the Termination Date.

SPECIAL PROGRAM #2 PENSION PROGRAM

GENERAL

The National Committee may recommend that the FCA US LLC-UAW Pension Agreement be amended by letter agreement to provide a special early retirement window for any employee who is at work on or after November 19, 1990 and is between the ages of 55 and 61 who has ten (10) or more years of credited service under the FCA US LLC UAW Pension Agreement. Such retirement would provide unreduced basic benefits for the life of the retiree, temporary benefits payable in accordance with the provisions of the FCA US LLC-UAW Pension Agreement and any supplements they may be entitled to based on the provisions of the FCA US LLC-UAW Pension Agreement and the employee's age and credited service. The annual earnings limitation provisions of the supplements shall not be applicable to any special early retirement.

ATTACHMENT B MEMORANDUM OF UNDERSTANDING GOALS AND OBJECTIVES OF JOB SECURITY AND OPERATIONAL EFFECTIVENESS

The Company and the Union recognize that quality and operating efficiency are inextricably wed to job security, and that a high level of quality and operating efficiency requires mutual respect and recognition of each other's problems and concerns.

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Accordingly, in addition to the Local Job Security, Operational Effectiveness and Sourcing (JSOES) Committee's responsibilities for the Sourcing and Job Security Program and participation in discussions provided in related Letters of Understanding, each committee will focus on cooperative efforts toward our common goal to improve the effectiveness of operations and remove barriers, to improvements increase job opportunities and fully utilize the workforce. The local committees will jointly develop a plan through an exhaustive analysis of the location's operational efficiency.

Within six (6) months of the effective date of the Agreement each Local JSOES Committee will review with Divisional/Group Management and the International Union the overall competitiveness of the location's products and their plans indicating actions, and/or changes needed to improve quality and efficiency at their location and to stimulate job security of the existing workforce and attract new work. Such plans must then be approved by the National JSOES Committee.

The National Committee will be available on an ongoing basis as a resource to Local Committees and will review progress at the local level at least on an annual basis.

The following are examples of appropriate areas the local parties may address:

- 1) identification of investments in the facility or equipment necessary to improve product quality or operational effectiveness;
- 2) procedures and plans to review past outsourcing and outside contracting decisions, and identify opportunities for insourcing and new business.

Efforts of the local parties to improve operational effectiveness may require change or waiver of certain agreements or practices. It is understood that any such waivers, modifications or changes would not be effective unless agreed to by the local parties involved and approved in writing by the Employee Relations Staff of the Company and the ~~FCA-Stellantis~~ Department of the Union. Such changes would be effective only at the location(s) specifically designated.

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(M-02) Memorandum of Understanding on Overtime - U.S. Plants

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**MEMORANDUM OF UNDERSTANDING
ON OVERTIME U.S. PLANTS**

Introduction

The parties recognize that the manufacturing operations of the Company are highly and completely integrated. An interruption at one stage of the production process, whether during the regular workday, workweek, or overtime or other, premium hours, can, and probably will, cause costly interruptions of the process at earlier and/or later stages. This Memorandum represents an accommodation between the needs of the Company and the rights of individual employees to decline overtime work on occasion for a variety of individual and personal reasons.

The parties have earnestly sought during negotiations resulting in the contract dated today, feasible steps that the Company might take in scheduling overtime work to provide employees an opportunity to accept or decline work opportunities during such periods, and have reached the following understanding which shall constitute a supplement to the National Production and Maintenance Agreement.

1. Daily Overtime.

In all plants, daily overtime hours in excess of nine (9) shall be voluntary. The Local Union and Plant Management at each plant shall, by mutual agreement, determine the minimum notice that shall be necessary in order to require an employee or employees to work the ninth hour and shall provide for exceptions to such minimum notice requirements in emergencies or situations in which it is not practical or feasible for management to provide the agreed minimum notice (e.g., breakdowns, interruptions of electric or other essential services, delayed delivery of necessary parts or materials, or other such identifiable emergencies). If the Local Union and the Plant Management are unable to reach agreement, as hereinbefore set forth, they shall refer the matter to the International Union and Corporate Union Relations.

2. Saturdays.

Employees may be required to work Saturdays; provided, however, that an employee who has worked two (2) or more consecutive Saturdays may decline to work the

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following (third) Saturday if (a) the employee so notifies his supervisor, on a form to be provided by the Company, before the end of the shift on (i) the preceding Monday or (ii) any later day of the week on which the plant notifies him that he is scheduled to work on the Saturday and (b) the employee has not been absent on any day in the week preceding such Saturday excluding absences for which pay is received under Sections (81), (82), (95) and (104) (e) (i). Absences excluded under (104) (e)(i) above must be approved in advance.

For the purposes of this Paragraph 2 the first Saturday immediately following the end of any Annual Automatic Exemption period in effect at a plant pursuant to Paragraph 5 of this Memorandum shall be deemed at that plant to be consecutive with the last Saturday immediately preceding the beginning of such period.

3. Sundays.

Overtime work on Sunday shall be voluntary and employees may decline to work Sunday; provided that the employee who does not wish to work on Sunday shall so notify his supervisor, on a form to be provided by the Company, before the end of his shift on (i) the preceding Monday or (ii) any later day on which the plant notifies him that he is scheduled to work on the Sunday, and provided, further, the employee has not been absent on any day during the week preceding such Sunday; excluding absences for which pay is received under Sections (81), (82), (95) and (104)(e)(i) and a Saturday that the employee declined pursuant hereto. Absences excluded under (104)(e)(i) above must be approved in advance.

4. Critical Plants.

A. Critical plants or parts of plants are those that are crucial to the integrated supply system of the Company and whose output is essential to meeting the scheduled production of one or more other plants or of customers, and as a result, must operate, in whole or in part, seven (7) days a week.

B. During the life of this Agreement, the Company may, from time to time, designate plants or parts of plants as critical, provided, however, that fifteen (15) days prior to making such designations, it will inform the Chrysler Department of the International Union, which will indicate its objections, if any, to a plant or plants being so designated.

C. Any plant or part thereof that the Company designates as critical shall, for a period of ninety (90) days after it is so designated, be exempt from the provisions of this Memorandum of Understanding that limit or restrict the right of the Company to require employees to work daily overtime or on Saturdays or Sundays or entitle employees to decline to work at such times. Once a plant or part thereof has been designated as critical for a period of ninety (90) days pursuant to this Memorandum that plant or part thereof may not thereafter again be so designated. Critical Plant may not be invoked six (6) months prior to the expiration date of the National Agreement.

5. Annual Automatic Exemptions.

A. The provisions of this Memorandum of Understanding that limit or restrict the right of the Company to require employees to work daily overtime or Saturdays or Sundays shall be ineffective in each assembly plant (a) beginning on a date two (2) weeks preceding the announced build-out date and ending on the build-out date, i.e., when the plant produces for sale the last unit of the model it has been producing; provided, however, the above- mentioned provisions may be ineffective for up to two (2) additional weeks, provided the Company gives advance notice of supply or other problems which would interfere with

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the build-out, and (b) for the week in which it launches, i.e., after the build-out, frames the first unit of a new model, and for three (3) weeks thereafter or until the line speed reaches scheduled production, whichever is later.

B. Said provisions shall likewise be ineffective during model change time each year in plants other than vehicle assembly plants for periods to be designated by Plant Management that shall not exceed, in the aggregate, four (4) weeks. Local Union will be advised in advance of such designated periods.

6. Concerted Activity.

A. Any right to decline daily overtime or Saturday or Sunday work that this Memorandum of Understanding confers on any employee may be exercised only by each employee acting separately and individually, without collusion, conspiracy or agreement with, or the influence of, any other employee or employees or the Union or pursuant to any other concerted action or decision. No employee shall seek by any means to cause or influence any other employee to decline to work overtime. Violation by any employee of the terms, purpose or intent of this Paragraph shall, in addition to subjecting him to discipline, nullify for one (1) month (not including the periods mentioned in Paragraph 5, above) his right to decline overtime.

B. The Company shall have the right to suspend for a period of two (2) weeks (not including the periods mentioned in Paragraph 5, above) as to an affected plant or part of a plant the provisions of this Memorandum of Understanding that limit or restrict its right to require employees to work daily overtime or Saturdays or Sundays, or that entitle employees to elect not to work daily overtime or on Saturdays and Sundays, in the event employees collusively, concertedly or in response to the influence of any employee, or group of employees, or the Union (i) fail or refuse to report for daily overtime work or work on Saturday or Sunday that they have not declined as herein provided or (ii) decline, as so provided, daily overtime work or work on Saturday or Sunday. If employees who are scheduled to work daily overtime in a plant or department or on Saturday or Sunday fail or refuse to work as scheduled in significantly greater numbers than the Company's experience under this Memorandum can reasonably lead it to expect, such evidence should be carefully considered by the Impartial Chairman in any decision involving the question of whether their failing or refusing to work the scheduled hours was collusive, concerted or influenced by other persons.- The Union shall have the right to present directly to the Appeal Board any claim that the Company has acted wrongly in suspending the provisions of this Memorandum as to employees or a plant or part thereof. If the Impartial Chairman sustains the Union's claim, the Company shall within sixty (60) days of the date of the Impartial Chairman's award, give each affected employee the right to decline work on as many daily overtime days or Saturdays or Sundays as such right was suspended.

7. Emergencies.

The provisions of this Memorandum of Understanding that limit or restrict the right of the Company to require employees to work daily overtime or Saturdays or Sundays shall be suspended in any plant whose operations are interrupted by emergency situations, such as breakdowns, part shortages, government mandated work, power shortages, strike, fire, tornado, flood or acts of God, for a period of time necessary to overcome such emergencies.

8. New Plants.

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The provisions of this Memorandum of Understanding that limit or restrict the right of the Company to require daily overtime work or work on Saturdays and Sundays shall be ineffective at any plant the Company builds or buys and remodels for a period of one year after regular production in such plant starts.

9. Vehicle Assembly Plants.

A. Whenever the Company launches a new car line or truck line at a vehicle assembly plant or assigns for assembly at such a plant a car line or truck line that is new to that plant, the provisions of the Memorandum shall be ineffective at any such plant for the period of one (1) year beginning with the start of regular production of such new car line or truck line at such plant.

B. Whenever the Company adds or restores a production shift at a vehicle assembly plant the provisions of this Memorandum shall be ineffective at such plant for a period of six (6) months thereafter.

10. SUB.

Daily overtime hours or Saturday or Sunday work that an employee declines under the terms of this Memorandum of Understanding shall be deemed "Compensated or Available Hours" within the meaning of the Supplemental Unemployment Benefit Plan.

11. General.

A. In order to implement this Memorandum, the Company may hire temporary part-time employees for straight-time, overtime or weekend work in any plant pursuant to the provisions of the Supplemental Agreement, Temporary Part-Time Employees.

B. Nothing herein shall preclude a plant from expanding its work force beyond the normal requirements of its operations by hiring new employees and adopting a program pursuant to which employees of said plant may have one (1) or two (2) days off per week (which days need not be Saturdays or Sundays); provided, however, that work performed on Saturday or Sunday shall be at present premium rates. Plans for such a program shall be discussed in advance with the Chrysler Department of the International Union, and any system of rotating days off among some or all of the employees shall be by mutual agreement between the Local Union and the Plant Management.

C. Nothing in this Memorandum of Understanding shall make ineffective any local past practice or agreement concerning voluntary overtime that is mutually satisfactory to the Local Union and the Plant Management. It is the intention of the parties to provide relief from excessive overtime while assuring the availability during overtime of the needed manpower possessing the proper skills. The Local Union in each plant shall select one of the following alternatives and will notify the Plant Management of its election in writing on or before December 1, 1985.

1. The term of this Memorandum will apply at the plant and all local past practices and agreements concerning the schedule of overtime shall be discontinued; or

2. The terms of this Memorandum will not apply at the plant and overtime arrangements will be handled in accordance with agreements and practices in effect at that plant; or

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3. The terms of the Memorandum will apply in any overtime equalization group at the plant on days on which 80% or more of the employees in that group are scheduled to work overtime; but will not apply in any overtime equalization group on days on which less than 80% of the employees in that group are scheduled to work overtime, in which latter event overtime arrangements will be handled in accordance with prior agreements and practices in the plant.

The selection of one of such alternatives by the Local Union shall be irrevocable during the term of the National Production and Maintenance Agreement. If the Local Union fails or refuses to select one of the alternatives by December 1, 1985 it will be deemed to have selected the agreements and practices presently in effect and such selection will remain unchanged during the term of the Agreement. However, exceptions may be made for proper reasons by agreement between the Chrysler Department of the International Union, UAW and the Company.

D. There shall be no strike, picketing or other concerted activity with respect to any dispute arising out of this Memorandum of Understanding.

E. This Memorandum of Understanding shall not apply to employees working on what are normally classified as seven (7) day operations. The International Union may bring to the attention of the Company any overtime problems connected with employees on such operations.

F. If the Chrysler Department of the International Union and the Company so agree the terms of this Memorandum may be suspended for a fixed period of time for any plant to which it is applicable or for any department or part of such a plant.

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**MEMORANDUM OF UNDERSTANDING
HEALTH AND SAFETY**

I. Joint Commitment to Health and Safety

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

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

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

WHEREAS, each Company location has established a **Local World Class Participation Council (LWCPC)** to coordinate leadership involvement in all Joint Activity Programs including the area of Health and Safety. This committee was developed for the purpose of reinforcing direct involvement, by upper management and elected union official leadership, in joint activity programs including, the attainment of the plant's general health and safety goals. The parties mutually agreed that the **LWCPC** shall provide active support for Health and Safety related matters; and

WHEREAS, the Company shall have the obligation to continue to make reasonable provisions for the safety and health of its employees during the hours of their employment; and

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

(i)--In remembrance of workers who have lost their lives while on the job, materials will be provided for viewing by all employees per instructions provided by the NJC. Each location will receive instructions prior to the specified date of our observance of Workers' Memorial Day.

(j)--The Company and the Union will work jointly with other recognized leaders in workplace health and safety, such as the National Safety Council, American Society of Safety Engineers, Global Organization of Ergonomics and the Institute of Industrial Engineers to explore innovative methods of sharing best safety practices and training wherever possible. The National Joint Committee on Health and Safety (NJC) will meet and determine a process to accomplish our shared objectives in this area. The NJC will report its findings to the Vice President and Director International Union, UAW FGA Stellantis Department and the Vice President of Employee Relations for the Company.

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

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

(b)--The B.E.S.T. Operating Principle tools will continue to be utilized to ensure alignment with WGM Company Manufacturing/PDC processes and joint projects standardization. The Weekly Safety Incident Review Board Meeting (WIRBM) is a key joint leadership initiative and will continue to be supported by the parties with attendance and engagement. In addition, one of the weekly meetings per month shall continue to include the key elements of the former Monthly Safety Review Board Meeting.

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

(d)--Risk assessment and hazard control tools for machines/equipment and workstations such as Job Safety Risk Assessment (JSRA), Job Safety Risk Prediction (JSRP) and ErgoPal the Company ergonomic assessment tool will continue to be used to evaluate jobs. This includes identification of tasks, identification of hazards associated with each task, risk assessment, including documentation of near misses and selection of method(s) to control. Reporting near misses and correcting them before an injury occurs is a key leading indicator and an

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important ~~WGM-Company Manufacturing/PDC process~~ element in our continued effort to prevent injuries in our workplace. The parties agree that it is everyone's responsibility to report near misses and employees who report near misses will not be subject to disciplinary action as a result of reporting the incident. Selection of controls will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. High hazard jobs should be determined by the LJHSC.

IV. Health and Safety Review Boards

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

(A) Weekly Incident Review Board (WIRB)

The WIRB established at each location is co-chaired by the Plant/Location Manager and the Local Union President. WIRB members will also include the plant/location manager's staff, LJHSC, and the local shop committee. The responsibility of the WIRB is to review and monitor the health and safety program and ~~WGM/WGL-Company Manufacturing/PDC process~~ safety related activities at the ~~p~~Plant/PDC. The LJHSC will provide technical assistance to the WIRB. Any health and safety issues not resolved at the local level will be elevated to the Division Health and Safety Review Board.

(B) Division Health and Safety Review Board (DHSRB)

The DHSRB is co-chaired by the Environment Health and Safety Division Lead and the National Joint Health and Safety Co-Leads, who are members of the NJC. A DHSRB is established in each division that has employees covered by this Agreement. The purpose of this review board is to meet and resolve health and safety issues that have not been resolved by the ~~LWCPC~~.

The DHSRB shall meet on a regular basis to consider appropriate health and safety matters within the respective divisions, including the review of ergonomics, design in safety activities, Industrial Hygiene and ~~WGM/WGL-Company Manufacturing/PDC process~~ safety ~~pillar~~ activities. Health and safety issues unresolved by the DHSRB will be referred to the NJC.

(C) Special Health and Safety Review Board (SHSRB)

The parties are committed to preventing fatalities and serious injuries. The SHSRB will consist of the DHSRB for that division and the Plant/PDC Manager/Vice President or their designated representative, Vice President and Director International Union, UAW ~~FGA-Stellantis~~ Department or their designated representative, the UAW International Servicing Representative, UAW International representatives, Corporate OSH, and the National Joint Health and Safety Department Co-Leads. In the event of a fatality or serious injury, a special review board meeting will convene as soon as appropriate upon the request of the NJC. The purpose of the SHSRB is to assist in the joint investigation and incident review.

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WHEREAS, the Union shall cooperate with the Company's efforts to carry out its obligations,

NOW, THEREFORE, it is hereby agreed as follows:

II. Company Responsibilities

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

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

- a. ~~(b)~~ Provide; an annual health and safety training for members of the Local Joint Health and Safety Committee hereinafter referred to as the LJHSC, ~~and~~ Union Staff, Management Health & Safety and other personnel not members of the LJHSC will be included in the annual training if they are presenting health, safety and ergonomic subjects and/or directly involved in health, safety or ergonomic projects. The NJC will have final discretion on who attends the conferences. The LJHSC and other conference attendees will be provided training as appropriate, at the annual Health, Safety and Ergonomics conference, at the discretion of the NJC. The Vice President and Director International Union, UAW ~~FGA-Stellantis~~ Department will be provided the opportunity to review and participate in such training or instruction programs and make necessary recommendations.
- b. Provide appropriate training in health and safety for all employees in accordance with Company policy and NJC oversight.
- c. ~~The Company,~~ Upon request from the National Joint Health and Safety Co-Leads, will provide to the Union member of the LJHSC, access to the available health and safety documents referenced in Company policies. It will be at the discretion of the NJC to provide all such documents that are not available from the Company such as:

National Safety Council Publications
Governmental Standards on Health and Safety
Corporate Health and Safety Bulletins
Trade Publications
ANSI/NFPA standards
Publications of Local Safety Councils

- d. Explore opportunities to participate in applicable National Consensus Standard organizations such as the American National Standards Institute (ANSI) and the National Fire Protection Agency (NFPA) to address safety in the workplace. To that end, the NJC shall include a meeting agenda item to

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discuss such opportunities and where appropriate, jointly apply and, upon approval, jointly participate in such Consensus Standards Committees. In the event the joint parties are approved to participate in an external standards committee, the NJC will recommend funding through the Joint Health and Safety programs where deemed appropriate. Participants on these committees must report out any information relevant to our industry at an NJC meeting.

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

III. National Joint Committee on Health and Safety

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

(A) This Committee shall:

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

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

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

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

(e)--The NJC will designate representatives of its organization to jointly review new or revised government regulations which may affect Company health and safety programs as well as review new or revised Safety Manufacturing Instructions (SMI's), Industrial Hygiene Bulletins, Safety Bulletins and other Corporate Health and Safety documents such as the Contractor Safety Manual on an annual basis. The NJC will discuss in advance, what impact, if any, such change(s) may have upon the Company's health and safety programs.

(f)--Review problems concerning serious or unusual situations affecting Plant/PDC health and safety, medical and new model launch design-in-safety to make recommendations.

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

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An investigation including a safety hazard analysis of the job or operation at issue will be conducted by a joint team including UAW International representatives and ~~FGA~~Stellantis Health and Safety staff, trained in accident investigation. Once the investigation is complete, the joint investigation team will recommend corrective action measures as necessary. Furthermore, the SHSRB shall meet as necessary to review elements of the health and safety program.

V. Local Committee

(A) Establishment of Local Committee and Representation

The LJHSC in each Plant/PDC will consist of one (1) representative appointed by the Plant/PDC Management and one (1) representative appointed by the Vice-President and Director International Union, UAW ~~FGA~~Stellantis Department. The maximum number of hours per week in which the Union member of each LJHSC will be allowed to perform their functions shall be in accordance with the following schedule:

Number of Employees	Hours Per Week
600 or more	40
250 to 599	8
Less than 250	4

~~The Company agreed to provide for a Health, Safety and Ergonomic~~ The Representative in each PDC of less than 600 employees will function as a combined Health and Safety Representative, Trainer and Ergonomics Analyst. The maximum number of hours per week in which ~~the this representative Health and Safety Representative~~ will be allowed to perform their Health and Safety Representative function shall be six (6). In special circumstances, additional health and safety representation hours may be determined upon joint agreement locally by the LWCPC. For PDC locations that have second shift/crew operations, the International Union may designate in writing one (1) employee from among those working on the second shift/crew as a Health, Safety and Ergonomic Representative to assist in concerns that may arise during the second shift/crew hours. Such representatives shall be provided appropriate training as determined by the NJC.

In manufacturing facilities, the health and safety trainer and ergonomic analyst will work in their primary assigned function; however, there may be times based on facility needs and/or special circumstances these individuals may be required to assist in each other's capacity by conducting either training and/or ergonomic analyst activities on all shifts. These individuals may also act as the alternate for the Union member of the LJHSC per the alternate language below. The trainer and the ergonomic analyst will have job descriptions jointly defined by the NJC and developed within 90 days of the ratification of this contract.

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

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1. Hours of Work

Adjustments to the maximum number of hours each Union member of the LJHSC will be allowed to perform their functions shall be made twice each calendar year, (1) effective the second pay period in May, based on the number of hourly employees on the active roll in the Plant/PDC on the third Wednesday of the preceding month of April, and (2) effective the second pay period in November, based on the number of hourly employees on the active roll in the Plant/PDC on the third Wednesday of the preceding month of October. The Vice President and Director of the International Union, UAW FGA-Stellantis Department shall advise the Company Employee Relations Staff in writing of the names of the appointees and the Plant/PDC in which each is assigned. No Union member of a LJHSC shall function in this capacity as such until the Company is so advised and the Company has acknowledged the appointment. The Union member of the LJHSC serve an indefinite term. The Union member will receive training as outlined hereinafter, without cost to them.

2. Alternate Health & Safety Representative

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

(b)--Notwithstanding paragraph (a) above, the Union member of the LJHSC may be replaced by the Alternate Health and Safety Representative when the member is absent for one (1) day or more to investigate work related fatalities, serious accidents, and, in accordance with V(C), conditions involving imminent danger when such fatalities, accidents or conditions occur during the Union member's absence. Upon provision of one week notification the an Alternate Health and Safety Representative will be released to replace the Health and Safety Representative for absences of one (1) day or more. Management will consider the business conditions to determine the ability to release the alternate in emergency cases where the one (1) week notice is not provided.

When replacing the Union member of the LJHSC, the Alternate Health and Safety Representative shall be subject to all the provisions of the Agreement applicable to the Union member of the LJHSC.

3. Part Time Health and Safety Representative Obligations

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(a)—The Union member of each LJHSC who does not qualify under the schedule herein to perform their functions forty (40) hours per week has a regular job to perform and that they will advise their Supervisor on each occasion when it is necessary for them to leave their regular job in order to function as a member of the LJHSC. The LJHSC shall be permitted to attend Shop Committee meetings, Special Conferences when requested, during the portion of such meeting or conference when health and safety issues or grievances thereon are discussed.

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

(c)—When a Union member of the LJHSC is permitted less than forty (40) hours a week away from work the designation of such time shall be made by mutual agreement between the Local Union and the Local Management.

4. Overtime Scheduling

The Union member of the LJHSC will not be scheduled for Saturday, Sunday, holiday or daily overtime work except as a regular employee in their department and when so scheduled shall not perform their function as a Union member of the LJHSC; provided, however, when ~~three hundred (300)~~ two hundred seventy-five (275) or more, or more than 50% of the regular hourly work force on their shift/crew in a Plant/PDC of 600 or more hourly employees are scheduled to work during hours for which they are entitled to receive premium pay under either Section (86) or Section (87) of the National Production and Maintenance Agreement, the Union member of the LJHSC for that Plant/PDC will also be scheduled to work and to function as Union member of the LJHSC during such hours. In addition, they shall be scheduled when new equipment and/or major process changes are being installed or tried out which may affect employee safety and one hundred (100) or more of the employees on their shift/crew are scheduled to work.

5. Function Under Reduced Workforce Conditions

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

6. Conduct

The Union member of a LJHSC will be permitted to perform their duties during regular working hours, subject to the following conditions; (a) that the time be devoted to the prompt handling of matters which are proper and pursuant to the terms of the Memorandum and (b) that if it is necessary for a Union member of a LJHSC to speak to an employee about a health and safety matter they shall make prior arrangements with the employee's Supervisor to do so.

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7. Working Hours

The Union member of a LJHSC shall be assigned to the first shift/crew and subject to the provisions of Section (19) of the National Production, Maintenance and Parts Agreement.

(B) LJHSC Functions

The LJHSC shall:

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

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

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

(d)--Receive a copy of the Plant's/PDC's report on OSHA 300A and the Plant's/PDC's manhours worked and the incidence rate for the pertinent period.

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

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

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

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

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

~~(j) — The UAW Health and Safety Representative will work with the WGM Technical Safety Pillar at Manufacturing facilities, and the WGL Technical Safety Pillar at PDCs where implemented. The Technical Joint Safety Co Pillar Leads shall both be responsible for the following:~~

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

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

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

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

(C) Imminent Danger

When either member of the LJHSC has a reasonable basis for concluding that a condition involving imminent danger exists, relevant information shall be communicated without delay to the committee members so that a joint investigation can be conducted immediately and necessary recommendations made. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

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(D) Information, Equipment and Resources

(1) Notification of Fatalities and Serious Accidents

The Company agrees to:

Provide to the Union member of the LJHSC and to the National Committee prompt notification of fatalities and serious accidents (as defined in SMI-54).

(2) Safety and Industrial Hygiene Equipment

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

(b)--Where necessary, measure noise, air contaminants, and air flow with approved direct reading equipment provided by the Company as set forth hereinafter. The LJHSC shall also use, or observe the use of appropriate industrial hygiene and safety testing equipment as required where available in the Plant/PDC. The LJHSC shall be provided hands-on training on duct static pressure and face velocity measurement using existing industrial hygiene equipment and will be familiarized with the review and interpretation of data contained in IH reports. Periodic reviews of Plant/PDC noise surveys will be completed at applicable facilities. Recirculation of air will not be permitted where employees' health and safety cannot be assured.

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

(3) Use of Camera/Video Camera

The LJHSC at all locations shall have equal access to a camera/video camera. The LJHSC will be permitted its use as an aid in conducting joint investigations and inspections, where special circumstances dictate the need, such as where photographs/video tapes are necessary to enable the LJHSC to adequately explain or describe serious safety or health problems to responsible plant or PDC management. The LJHSC may also use the camera/video camera to photograph health and safety items that are being referred to the NJC.

Upon request, the Union Member of the LJHSC will be provided with copies of photographs/video tapes which relate to health and safety matters in the plant or PDC. Such photographs/video tapes shall remain the property of the Company and shall be for the internal use of the LJHSC only and shall not be reproduced, published or distributed.

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International Union Representatives responding to a properly submitted request for Health and Safety assistance, may use cameras and/or video cameras under the same restrictions as the LJHSC, upon approval of a "General Use Photo/Video Camera Registration and Temporary Pass Request".

(4) Place To Work

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

(5) Mortality Data

LJHSC may request the mortality experience pertaining to the facility they represent. Such requests will be referred to the NJC for prompt response using information available to the Company. The NJC will investigate coding of injury/illness cases as necessary.

VI. Research

The Company agrees to permit the NJC to continue to be responsible for evaluating the need for occupational safety and health research, including designating additional projects. The Company and Union agree to examine and conduct research projects on subjects that address immediate health and safety needs. The results of research conducted within Company facilities will only be used for purposes specifically authorized by the NJC. The NJC will be responsible for prompt communication of research findings to affected employees. The NJC, where appropriate, will meet, share information and coordinate research topics with UAW-General Motors and UAW-Ford with respect to future projects.

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

- ~~The U-Cal Berkley/University of North Carolina breast cancer prevention study.~~
- ~~Opioid Use disorder (OUD) intervention research:~~
- ~~University of Michigan will pilot OUD intervention programs developed by the National Institutes of Environmental Health Sciences (NIEHS).~~
- ~~U-Cal Berkley will complete the OUD study.~~
- ~~An accident prevention conference to eliminate serious injuries and fatalities (SIF).~~

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- An accident prevention study to eliminate fatalities.
- Industrial hygiene sampling, exposure assessments and medical surveillance:
 - Isocyanates, epoxy resins and thermal decomposition products
 - Employee exposure to endocrine disruptors
- The National Institute for Occupational Safety and Health (NIOSH) study on engineered nano materials
- Breast cancer prevention study
- Opioid Use Disorder (OUD) research

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

VII. Training

(A) Training Program Design

The Company agrees to provide additional joint health and safety training to enhance the safety awareness, hazard recognition and technical skills of employees covered under the terms of this agreement. To assure basic uniformity, the NJC will develop guidelines to be used by the Plants/PDCs and LJHSC to design training programs to meet local needs. The NJC will also develop a system to review and approve health and safety training programs. In addition, the NJC will establish needs assessment and evaluation processes to determine and evaluate existing and future training programs.

The NJC will pursue the most cost effective means for developing effective training programs. Further, the NJC will explore the feasibility and practicability of sharing development costs on common programs with other joint Union-Company training centers.

(B) Joint Health and Safety Training Sub-Committee

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

(C) Training Programs

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

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

Jointly developed training efforts completed include:

(1) general risk assessment and hazard control, (2) skilled trades, (3) non-routine use of powered material handling equipment, (4) office health and safety, (5) non-routine jobs related to power generation and distribution, (6) waste handling, (7) storage and distribution of hazardous liquids and gases, (8) Hazard Communication training, including basic refresher training, (9) Hazard Communication training, including basic refresher training, (10) Hazard Communication training, including basic refresher training, (11) Skilled Trades safety training, including Electrical Safety Work Practices (Arc-Flash) NFPA 70-E for appropriate personnel, (12) Union representatives and supervisors, (13) LJHSC, (14) and general hazard recognition.

The NJC will oversee additional programs in areas such as:

- New hire orientation, in which all new represented employees shall, prior to work assignment on the manufacturing floor, receive at a minimum, jointly developed training in Hazard Communication, Pedestrian Safety and PPE. New employees will receive additional training based on the facility health and safety training needs assessment.
- Refresher training for all employees in existing programs will be conducted within the life of the agreement;
- Annual Train-the-Trainer instruction in Health and Safety will be developed by the NJC;
- Orientation training for new Health and Safety Representatives, Alternate Health and Safety Representative and Management members of the LJHSCs is to be scheduled within 30 days of official appointment.
- Appointed Health and Safety Representative Instruction;
- Furthermore, within one year following ratification of the agreement, instruction is to be scheduled for appointed Health and Safety Representatives who have not yet received instruction;
- Annual first aid, CPR and rescue technique training for confined space rescue team members and emergency response personnel;
- Bloodborne Pathogens Awareness for Skilled Trades;

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- CPR Hands Only training made available to employees with an opportunity to practice;
- Production safety awareness;
- Annual Lockout Awareness Refresher Safety Talk;
- Hazard communication for machining operations;
- Hand tools;
- Joint Health and Safety Certification Training.

All UAW Health and Safety Representatives newly appointed by the International UAW and Company Health and Safety Representatives will complete 240 hours of certification training (employees who have completed a degree in health and safety, related degree or have achieved a nationally recognized certification in health and safety are exempt). Upon completion of the certification training, 24 hours of online training shall be required annually to maintain certification. Certification maintenance training shall be completed during regular working hours. Time spent on recertification will not be deducted from hours allowed for UAW Health and Safety Representatives. In addition, on an annual basis, current and newly appointed Plant/PDC Health and Safety Representatives will complete one of the following courses: OSHA 30 hour General Industry training, Occupational Health and Safety Technologist Certification, Specialized Industrial Hygiene or Specialized Ergonomics training. The UAW Health and Safety Trainers will be offered RCRA Environmental Certification Training.

The parties agree mandatory Safety Talks addressing refresher training topics on Office Safety, Personal Protective Equipment, Pedestrian Safety, Ergonomics, Hazard Communication, Metal Working Fluids, Adjunct Lockout, Aerial Lift Operation, Crane/Hoist/Sling Safety, Robot Safety, Dock Safety, Hazardous Substances and Low Frequency High Risk will be jointly reviewed by the National Joint Health and Safety Co-Leads and Corporate Safety and approved by the NJC. Safety Talks will be delivered by Supervisors in an appropriate manner agreed upon by the LWCPC with oversight by the NJC. In addition, the Joint Health and Safety computer based training (CGCW-NTCHST14) for Safe Operation of Powered Industrial Vehicles shall be repeated at the time in which a PIV operators license is reissued, or as otherwise required in accordance with the Company PIV policy (SMI-124).

The LJHSC will review refresher safety training subjects annually and determine the need for additional refresher training requirements based on injury/illness experience trends at the location.

Jointly developed health and safety training programs are currently available via the Company's training & employee development system. Training programs for UAW represented employees shall be scheduled and delivered under the direction of the facility's UAW Health and Safety Trainer. The UAW Health and Safety Trainer will be provided a computer or assigned a laptop if requested. All Authorized lockout training for necessary employees shall be scheduled and delivered by the facility's UAW Health and Safety Trainer under the direction of the LJHSC.

(D) Job Specific Training

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

(E) Computer Training for Access to OSHA Data

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

(F) Health and Safety Trainer Responsibilities

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

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

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

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

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

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

VIII. Ergonomics

The parties discussed the comprehensive ergonomics program covering facilities under the National Production, Maintenance and Parts Supplemental Agreement which had been agreed to by the Company and the UAW.

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

(A) Coordination of Activities

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

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

The NJC will make recommendations regarding resources needed to implement these activities. Quarterly, Corporate OSH ~~and ME~~ shall report to the NJC, summarizing current ergonomics activities and future plans. The current composition of the Joint Health and Safety Certification Program contains adequate ergonomic curriculum to allow UAW Ergonomics Analysts and other participants to perform the functions necessary to facilitate ergonomic improvement activities at our facilities. In addition, the ergonomic focus of the current Joint Health and Safety Certification Program will be enhanced with the incorporation of existing Company ME ergonomic courses. Further, ergonomic courses from the UAW President's Health and Safety Department will be reviewed with the National Joint Health and Safety Training Co-Leads and Corporate Health and Safety.

(B) Local Ergonomics Committees

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Each facility has established a Local Ergonomics Committee (LEC) with the objective of introducing and exploring ways to reduce injuries and illnesses through the application of sound ergonomics principles. At Manufacturing facilities, the LEC meeting shall include the LJHSC, the UAW Ergonomic Analyst, the Unit Chair or designated UAW Engineer, a Management WO Pillar Lead representative from Industrial Engineering, Plant Medical, designated Workers' Compensation representative and Plant Production. In PDC facilities, the LEC meeting shall include the LJHSC, the UAW Ergonomic Analyst and Plant Medical where applicable, the Shop Chair and designated Workers' Compensation representative. In addition, the committee will utilize the expert resource(s), of the Plant/Regional Ergonomist where applicable. If certain positions are not applicable at a facility, the LJHSC should document and utilize site specific resources. The LJHSC will serve as co-chairpersons of the LEC. In the event Corporate Health and Safety representatives and/or Regional Ergonomic remediation specialists visit a facility to work on an ergonomic issue, they will coordinate their activities with the LJHSC.

The parties agree to the following:

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

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

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

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

4. This individual shall be responsible to identify "regular" ergonomic fixes each month that meet the criteria defined in the SOP for jobs requiring remediation per the schedule below.

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- ~~ThirtyFifteen (3015)~~ per month - Production and Maintenance locations.
- Six (6) per month ~~- PDC locations, where WGL is implemented~~

5. This individual shall be responsible to perform all ergonomic risk assessments associated with the credited ergonomic fixes. Credited ergonomic fixes will be those that have, both, a complete pre and post ergonomic risk assessment.

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

7. This individual will be required to prepare for the LEC meeting that will be held on a bi-weekly basis at manufacturing locations and monthly in non-manufacturing locations. The preparation will include performing Pre-ErgoPal prioritized ergonomic assessments and all applicable secondary assessments to provide a list of identified jobs that are prioritized by highest risk for the LEC to review. For the jobs that are jointly identified as fixable by the LEC Co-Chairs, the ergonomic analyst will be responsible to: provide; a completed ErgoFix ergonomic assessment in the ergonomic database; provide recommendations to eliminate or reduce the risk(s) identified in the ErgoPal ergonomic assessment; identify and follow up with the key people responsible for progress; keep a record of all minutes and sign in sheets; and provide evidence of ergonomic risk reduction by performing a Post-ErgoPal ergonomic assessment.

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

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

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

11. ~~The Ergonomic Analyst will be afforded the opportunity to attend the WGM WPI course that includes training and provides access to the WPI applicable Jack~~

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~~42. 11.~~ The NJC shall annually review the program's performance and effectiveness and make appropriate modifications as required.

(C) Control Measures and Skilled Trades

Selection of control methods will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. Members of the LEC will consider solutions within a combination of feasible controls such as:

- a. Re-design or re-orient parts, tools and equipment
- b. Use of mechanical devices or power tools
- c. Provide adjustable fixtures and work surfaces
- d. Job re-design

As interim measures pending engineering changes, or where engineering changes are limited in controlling risk factors, administrative controls and feasible work practices will be implemented. Administrative controls such as job sharing and job rotation will be considered. Where element(s) are added to an existing work station and an operator with physical restrictions is assigned to that workstation, the LJHSC shall review the results of the updated ~~ErgePAL~~ ergonomic assessment for additional ergonomic considerations. The recommendations of the LEC shall be mutually agreed upon with the Plant/PDC Shop Chairman and the Labor Relations Supervisor or PDC Manager. Problems not resolved at the local level will be forwarded to the DHSRB for final resolution. Jobs considered potential candidates for administrative control practices will be reviewed by the ~~UAW Health and Safety Trainer/Ergonomic Analyst and Plant Medical~~ to determine that the original condition will not be further aggravated. Any type of control established should be evaluated within 30 days of its implementation to confirm its effectiveness. After three months, ~~the symptom survey / medical visit review section and the operator / analyst input section of the Post ErgePAL must be updated.~~ If a problem is identified ~~at this time~~, a new issue must be opened.

(D) Job Analysis and Time Lines

The LEC shall follow a jointly agreed standard operating procedure (SOP) for how ergonomic concerns are raised, reviewed and resolved. A jointly developed workstation element change review process that involves team leaders and affected employees, will be incorporated into the SOP. This process will require the LJHSC, the UAW Ergonomic Analyst, ~~and Industrial Engineering and WO Pillar Team~~ to jointly review workstation changes prior to implementation. The ~~Ergonomic Analyst~~ will perform a comprehensive ergonomic analysis of all job changes that present a potential concern. In addition, a good faith effort shall be made to conduct an initial job analysis, as required, within two (2) months of when a job is identified as having a potential musculoskeletal disorder (MSD) risk factor. The UAW ~~Ergonomic Analyst~~ must use the Ergonomics Database ~~Suite~~ to record progress with ergonomic modification efforts for the purpose of documentation and

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communication. In that regard, a monthly report will be required of the LEC to be forwarded to Corporate OSH and the UAW ~~FGA~~ Stellantis Department. Each facility shall target a six (6) month time frame to implement feasible measures in accordance with LEC recommendations to control MSD risk factors. The LEC is to develop a "top five" list of the most concerning jobs requiring remediation. Factors to be considered for placing a job on the "top five" list shall include injury rates, ~~ErgePAL~~ ergonomic assessment scores, lost work time rates and investment cost paybacks. The LEC will work aggressively to find practical, feasible, economical solutions to the "top five" list. In the event that a LEC believes that a facility is not making proper technical resources from the Plant/PDC available, it should raise the issue with the LWCPC. If not resolved, the matter should be referred to the DHSRB for immediate resolution. During the length of this contract each Plant/PDC will be audited jointly by the ~~FGA~~ OSH group and the UAW ~~FGA~~ Stellantis Department to verify the process the LEC is following.

(E) Ergonomic Support Equipment

Ergonomically-designed seats, and chairs are considered appropriate solutions to control ergonomic risk factors. The Company agrees that it will not remove approved ergonomic support equipment that is currently in use for ergonomic reasons without mutual agreement with the LEC.

(F) Program Management

The Company will continue to support a medical management program for early detection, treatment and placement of employees with musculoskeletal disorders (MSD's).

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

The parties agreed that in order to strengthen our health and safety initiatives, the NJC will design and deliver combined annual Health and Safety and Ergonomics conference to disseminate information about state-of-the-art application, to review project funding procedures and other health, safety, and ergonomic administrative matters and to share information on successful local health, safety, and ergonomics projects.

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

This procedure shall not preclude the filing of a Health and Safety Grievance at Step 1 of the Grievance Procedure.

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The parties are hopeful that by providing these resources, positive gains in employee morale, injury rates, quality and costs will be realized.

(G) Standing Support Solutions

The Company continues to replace traditional matting with a safer alternative wood composite support solution in our UAW represented Plants/PDCs. The use of wood composite support solutions will not apply to locations where not technically feasible, such as spray booth operations. Prior to the installation of alternative standing support solutions, the LJHSC will review the proposed alternatives and communicate the agreed changes to the appropriate personnel. Options for standing support solutions are defined, and installation implemented, in accordance with the jointly reviewed Guidelines for Standing Support Solutions. The LJHSC and the **LWCPC** can work together to determine the appropriate standing support solution for specific applications in accordance with the Company Guidelines for Standing Support Solutions. Areas where an operator is required to stand in a static position for 80% of their job and the work area is approximately 5ft x 5ft, qualify for a comfort mat solution. The **LWCPC** may refer any unresolved concerns to the DHSRB for resolution and escalation to the NJC if necessary.

IX. Energy Lockout/Energy Control Program

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

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

Machine and equipment lockout/energy control graphics required by the Company's Policy (SMI -107) shall be reviewed biennially to ensure lockout points are appropriately identified and representative of the procedure required for lockout/energy control. The LJHSC shall maintain documentation of the completed reviews.

Within ninety (90) days following ratification of the Agreement, the written program will be reviewed by the LJHSC and the Plant/PDC Shop Committee to assure compliance with government regulations and applicable Corporate instructions. The Committees will discuss the program and, as necessary, make recommendations to improve it. This program shall be reviewed and signed by the **LWCPC**, and submitted to the NJC. A joint lockout/energy control program review team shall be established, utilizing existing resources, comprised of one member from Corporate OSH and one member from the UAW **FGA Stellantis** Health and

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Safety Department. The joint team shall review the programs' minor servicing task lists, where applicable, for standardization and compliance with the Company's lockout policy. Each employee entering a work area that may expose them to unexpected hazardous energy is responsible for following the Plant's/PDC's Lockout/Energy Control Program and is required to control all unexpected hazardous energy to which that employee is exposed.

X. Improvement of Medical and Industrial Hygiene Services

(A) Industrial Hygiene Monitoring

The Company is committed to regular monitoring of employee exposures to regulated and/or hazardous workplace air contaminants and measurement of ventilation system functioning at operations with a potential for hazardous exposures.

(B) Consultants

The Company reserves the right to select and hire appropriate consultants for health and safety services. The Union will be provided Consultant(s) qualifications based on specific legitimate requests. The Union may recommend consultants for Management's consideration. Included in such recommendation should be an account of the qualifications of the consultants recommended by the Union.

The LJHSC will be informed regarding the engagement of consultants to provide industrial hygiene and safety services. Qualifications of such consultants will be provided upon request. Reports prepared by such consultants will be provided to the LJHSC.

(C) Medical Visit Report

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

(D) Air Sampling Plan

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

The LJHSC will coordinate and schedule air sampling events and advise the appropriate Plant/PDC UAW Health and Safety Trainer-Representatives. The Plant/PDC UAW Health and Safety Representatives will have the right to accompany and participate in the sampling with the Company Industrial Hygienist. The UAW Health and Safety Trainer-Representatives will be offered direction and specialized training jointly coordinated by Corporate Industrial Hygiene and UAW FGA-Stellantis Health and Safety Department, on the use of existing direct read sampling equipment and instrumentation with emphasis on mapping oil mist and

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noise. During the life this contract, the LJHSC will ensure that a trained Health and Safety Representative performs mist map updates when operational changes may impact plant mist levels. Periodic maintenance and calibration of the direct read air sampling equipment will be coordinated by the Corporate Industrial Hygiene Department. All data obtained shall become the exclusive property of the Company with any interpretation, reporting, dissemination of data performed by Industrial Hygiene. Upon request from the NJC, Corporate Industrial Hygiene will review Plant/PDC air sampling plans at a scheduled NJC meeting.

(E) Chemical Hazards & Permissible Exposure Limits

1. The NJC will regularly review established permissible exposure limits, such as OSHA Permissible Exposure Limits (PELs), ACGIH TLV's, and NIOSH recommendations to ensure appropriate Company Exposure Limits are implemented. The Company agrees to make available to the NJC and the LJHSC, Company Exposure Limits on an annual basis. Further, the Company will discuss limits lower than OSHA Permissible Exposure Limits (PEL), where necessary, taking into consideration such things as OSHA proposals, NIOSH recommendations, ACGIH TLV's, consensus standard recommendations and other validated and consensed scientific evidence as well as technical and economic feasibility. In addition, special emphasis on chemical control programs will be continued for cutting fluids.
2. The parties recognized that great strides have been made over the years to improve the air quality in Powertrain plants that use metal working fluids. Significant attention to employee health and safety has resulted in average metal working fluid mist levels well below 1 mg/M³. In addition, locations with new installations have achieved average levels at or below 0.5 mg/M³. The Company advised the Union of our intent to continue similar efforts throughout the life of the current Agreement. To that end, we endeavor to engineer and design new equipment to obtain a mist level of 0.5 mg/M³ time weighted average for initial start-up and also agree to prioritize controls for workstations where employee mist exposures exceed 0.80 mg/M³ time weighted average. The metal working fluids safety talk and medical surveillance (consisting of a standardized respiratory symptom questionnaire) for respiratory effects of metal working fluids will continue to be offered to employees. In addition, senior leadership of the Company agrees to provide direction to the affected Powertrain Plant Managers requiring them to implement a stringent preventative maintenance program inclusive of a filter change regiment and conformance with the Company safety policy for Metal Working Fluids in machining plants.

(F) Surveys and Audits

1. The Company agrees to arrange for regular surveys and audits of each Plant/PDC by the Company's Industrial Hygiene Staff and provide special surveys and related results upon the request of either Plant/PDC management or the International Union. The Union member of the LJHSC shall be allowed to accompany health and safety specialists whenever hired by the Company to

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perform the functions normally performed by the Company's Industrial Hygiene Staff. Such specialists' reports, including recommendations for the correction of identified overexposures or unsafe conditions, will be provided to the LJHSC and to the National Joint Health and Safety Co-Leads via Company email system when distributed.

2. During this Agreement the Company agrees to provide the LJHSC a Plant/PDC noise survey at each applicable facility. The survey will include noise measurements that illustrate levels above 85 dBA, between 80 and 85 dBA, and below 80 dBA. In addition, the LJHSC will be provided an overview of noise abatement control methods. The Company will endeavor to engineer and design new equipment to attain a time weighted average noise limit that does not exceed 77 dBA for initial production start-up as specified in the Company Sound Level Specification for Industrial Machinery and Equipment.

(G) Full Chemical Formulas and Identity of Materials

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

(H) Plant/PDC Ambient Temperature

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

(I) Medical Services

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

(J) Medical Exams

The Medical Staff will continue to provide medical services, for OSHA required physical examinations and other appropriate tests at no costs to the employee, including audiometric examinations, pulmonary function tests, and appropriate medical surveillance as identified by the NJC, at a frequency and extent necessary to determine whether the health of such employees is being adversely affected. The Medical Staff will also, provide specific tests required for employees in jobs with special physical requirements per the NJC.

(K) Employee Access to Medical Test Results

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The Medical Staff shall protect the confidentiality of employee's personal health information and medical records as required by applicable law and professional conduct. Patient interviews shall take place at a location that ensures privacy, as in an exam room.

Each employee or their authorized ~~designated~~ designee, upon written request of the employee, will be provided access to his or her medical record information within the framework of existing laws and corporate procedures. Whenever an employee requests access to that employee's medical record, the Company will ensure that access is provided in a reasonable time, place, and manner within five (5) working days for active employees. Any unresolved issues will be directed to Corporate Medical Operations.

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

(L) Medical Operations

1. The Company has coordinated healthcare services in order to achieve timely, optimal quality care delivered in a cost-effective manner. Great emphasis has been placed on internal medical departments continuing to meet regulatory requirements and guidelines set forth by nationally recognized medical organizations.

2. The Company shall maintain a coordinated medical emergency response process (First Responder notification, CPR, AED, and EMS notification) to achieve prompt and effective response to medical emergencies on the Plant/PDC floor. AED response will be reviewed by the LJHSC, Security and the Plant Physician/Nurse ~~Practitioner~~ Practitioner annually.

3. The Company agrees ~~s~~ to ~~provide schedule~~, medical staffing during production operations at all manufacturing locations when at least ~~300~~ 275 employees are working within approved regular hours.

- a. Nurses may be utilized to satisfy medical staffing requirements at any plant location within their same labor market.
- b. Where one plant does not meet the minimum staffing level under paragraph (L)(3), the total number of employees working in other sites within the same labor market may be aggregated to determine the need for medical services. In such cases, the required medical staffing for these sites may be satisfied by a single medical department within the same labor market.

4. The Company will review joint recommendations submitted by the LWCPC as it relates to medical service staffing and implement appropriate scheduling options that meet the needs of the facility, ~~and~~ protects the efficiency of the operations; and supports high risk projects within approved regular hours.

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4.5 Issues regarding the timeliness or quality of medical care, at a particular facility should be immediately addressed ~~to the~~ with Corporate Medical Operations.

(M) Lactation Rooms

- The Company agrees to provide an appropriate room that is private and secure for nursing mothers to express milk at non-work times during the workday in accordance with applicable law. The **LWCPC**, the LJHSC and the Plant/PDC Facility Manager shall work together when establishing a location for the lactation room. At a minimum, the room shall be located outside of the Plant's/PDC's Medical Operations and shall include a table, chair, electrical outlet, a waste basket, hand sanitizer and be properly maintained on a regular cleaning schedule. The **LWCPC** may agree to provide access to a refrigerator and locate a lactation area to a room that currently has running water.

XI. New Equipment Review

The Company agrees to, as early as possible in the planning process, involve the LJHSC in the joint review of new plant layouts, new, modified and relocated manufacturing or PDC equipment and major process changes where employee health or safety may be affected. This process has led to reviews that are dependent on the complexity of the project, to provide that Plant Local Joint Committees are involved with Manufacturing Engineering at the appropriate steps in the project build cycle. This review process will be incorporated into the new equipment specifications. The LJHSC will provide technical support, review risk assessments and consult with other subject matter experts as needed. Completing these reviews may include participating in equipment or process layout reviews. The LJHSC may be required to travel to vendors, plants or other locations to review such equipment and/or processes. The NJC will oversee development and administration of training regarding design-in-safety for the LJHSC. In addition, management will periodically review with the International Union the introduction of new technology and/or chemicals at Company locations where employee health or safety may be affected.

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

XII. Preventive Maintenance

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

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Preventive Maintenance for process ventilation systems at Plant/PDC locations will be reviewed annually by the LJHSC and Corporate Industrial Hygiene at a WIRB Meeting.

XIII. Emergency Response

Each facility shall have an effective emergency plan that addresses the facility's response to health and safety emergencies. The plan will include trained volunteers that can assist in an emergency response situation when Security Services and/or Medical has not yet arrived on scene. Security Services and/or Medical will direct all aspects of the emergency response coordination, including directing the involvement, if required, of the volunteers and involving the local Incident Management Team as necessary. Each location will select volunteers that work in major populated production areas and remote locations of the facility. A volunteer for each of these areas, will be afforded time off their job in the event of an emergency in their designated area. The areas will be determined by the LWGPG LJSC and Local Security Operations at each location. Training will be provided to the appropriate level of response based on the guidelines established by Corporate Medical Operations and Corporate Security Services. In conjunction with the emergency plan, where appropriate, associated equipment will be provided to all parties.

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

Annually each facility shall perform an appropriate evacuation drill and provide a safety talk covering the take-shelter procedures on each shift when workers are present.

XIV. Refusal of Hazardous Work

A worker who has a reasonable belief that their work assignment may result in serious physical injury or illness, may immediately notify supervision. Failing resolution, the issue may be discussed with their union representative.

Should technical consultation be necessary, the LJHSC will be notified. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

Failing resolution of the matter, it may be taken up in accordance with Section (23) of the Grievance Procedure.

XV. Working Alone

The Company will take the appropriate precautions when an employee is required to work in an isolated area and the assignment has recognized potential hazards. The LWPC will ensure appropriate precautions including air sampling, ventilation, personal protective equipment, communication systems, personnel

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surveillance arrangements and, as required, adequate support personnel assigned to the area. When an employee brings to Management's attention a situation where they are reasonably concerned their safety is at risk because they are working alone, management will provide a Job Safety Risk Assessment (JSRA). If a JSRA is not available, the LJHSC will coordinate the completion of a JSRA within 5 working days. The LJHSC working with the local joint leadership, will determine if appropriate interim safety measures are required, which based on risk, may include the use of skilled trades working in the same work group, until the JSRA has been completed. Following completion of the JSRA, each location will jointly update or develop a written Standard Operating Procedure for the job task assigned in the isolated area.

Employees shall be prohibited from working alone when troubleshooting live electrical systems 600 volts or greater. Employees handling potentially hazardous materials for non-routine activities may consult the LJHSC for specific requirements. This will not change or restrict any mutually satisfactory local practice. Problems with any of the above items, which cannot be easily resolved, shall be referred to the LJHSC for disposition.

XVI. Hands Out of Point of Operation

The ultimate objective of the Company is to eliminate through engineering and process development the need for operators to expose their hands to the dies in a power press or similar equipment. Where needed, appropriate safe-guards are employed, such as hand tools, brake monitors, safety blocks, sensing devices, lock-out procedures, mechanical interlocks, guarding, and dual controls.

To ensure safe handling of material without the operator placing a hand in the hazardous location of machines and/or equipment, special hand tools when necessary, may be used for placing and removing material. Such tools will not be used in lieu of other approved guarding methods, but can only be used to supplement primary safeguarding methods. Hand tools used for this application will be assessed by the JSRA process with involvement of the LJHSC prior to implementation.

Hands out of point of operation continues to be an important Company policy and the Company has committed to provide effective training. Procedures will be developed, implemented and must be clearly understood by affected personnel. Any issues shall be raised promptly with the LJHSC.

XVII. Personal Protective Equipment and Safety Glasses

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

The Company will provide prescription safety glasses to seniority employees, and to temporary employees after completing 30 days of employment, provided such employees work on a job or in an area where eye protection is a company

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requirement. Such employees must provide a prescription from their own doctor or optometrist. The Company will replace such glasses if damaged by a cause attributable to the employee's employment or if the employee presents a new and different prescription from their doctor or optometrist. The Company will establish the standards and specifications for the frames and lenses and will select the manufacturing source. The local parties can jointly agree on an efficient process for the distribution of prescription safety eyewear which may include offsite options.

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

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

XVIII. Powered Industrial Vehicles and Pedestrian Safety

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

The PIV subcommittee at applicable locations shall consist of the LJHSC, the Labor Supervisor or PDC Manager, a Material Control Supervisor, a Steward representing the Material Control team members, and the UAW Health and Safety Trainer. The subcommittee shall review and report Plant/PDC performance of the PIV process to the WIRB on a monthly basis. Company locations will also adhere to Company Guidelines for Pedestrian Safety (SMI-161), to ensure all pedestrians are provided a safe work environment while working around PIV's. The Company PIV policy and Pedestrian Safety Guidelines will be reviewed annually by the NJC to ensure program elements provide effective PIV/Pedestrian safety measures.

XIX. Inspections and Grievances

The Chief Steward in each district of a Plant/PDC, and/or the appropriate member of the Plant/PDC Shop Committee for such district, will conduct a weekly tour and report to the LJHSC any safety or health conditions which they believe to be in need of correction which they have not been able to get corrected through discussions with Management in their district.

Handwritten notes and signatures at the bottom of the page include:
- "10-10-23" with initials "JLF", "BC", "BW", "ZU", "He", "S", "Eee", and "188" below.
- A signature and date "9/14/23".
- Another signature and date "9.14.23".

The LJHSC will conduct an investigation of those matters contained in such reports. Those safety or health matters not resolved as a result of such investigation may be placed on the agenda and discussed at the next scheduled regular conference between the Plant/PDC Shop Committee and the Labor Relations Supervisor or PDC Manager. Union Representatives handling the matter may request the LJHSC to attend the meeting. In those situations the Union member of the LJHSC deems urgent, the matter may be referred directly to the DHSRB and escalated to the NJC as needed.

This procedure shall not preclude the filing of a Health and Safety Grievance at Step 1 of the Grievance Procedure. The primary responsibility of resolving differences involving health and safety matters remains with the Plant/PDC supervision and the Local Union representatives.

Grievances arising under these provisions shall not be in the jurisdiction of the Appeal Board.

XX. International Union Access and Confidentiality

The Company agrees to:

(A) Provide access, upon reasonable notice, to all Company plants/PDCs and locations to health and safety representatives of the International Union. Reports on such surveys will be provided to the Company.

(B) Provide to the Union member of the Local Committee and to the National Committee prompt notification of fatalities and serious accidents. Upon making proper arrangements, immediate investigation may be made of such events by the International Union's health and safety professionals upon request.

The Union agrees to maintain in a confidential manner any statistical data or proprietary information supplied to it under the terms of this Memorandum of Understanding.

XXI. Employee Rights

Nothing herein shall be construed to restrict any employee's rights under Section 502 of the National Labor Relations Act, as amended by the Labor Management Relations Act, 1947.

XXII. Liability

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

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XXIII. Fall Protection Program

Both parties jointly recognize that eliminating injuries from falls will require a comprehensive fall protection program to ensure employees are trained, fall hazards are identified and procedures are implemented.

The Company has implemented a fall protection program that follows the guidelines established in the Company policy for Fall Hazard Control Requirements (SMI-157). The preferred method to prevent a fall hazard is to eliminate the hazard or control exposures. If it is not feasible, then fall protection methods should be selected based on a hierarchy of control measures.

The implementation of a well-designed fall protection program followed by trained employees will eliminate fall hazards and prevent injuries. ~~Fall protection equipment certification training will be offered to the LJHSC during this contract. Individuals or suppliers selected to conduct the formal equipment certification and associated records remain a Company responsibility.~~ New Apprentices will receive hands on fall protection training as part of their apprenticeship program. In addition, existing skilled trades employees who work at heights will receive site specific fall protection training based on NJC guidance. Within ninety (90) days following ratification of the Agreement, the written program will be reviewed and signed by the LJHSC and the LWGPG LJSC to ensure compliance with government regulations and applicable Company instructions and submitted to the NJC.

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

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

~~FCA US LLC~~

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(M-08) Memorandum of Understanding - Absenteeism

M-8

MEMORANDUM OF UNDERSTANDING
ABSENTEEISM

~~During these negotiations, the parties held extensive discussions on the far-reaching and detrimental impact of absenteeism on cost, quality, operating efficiency, and employee morale. While there may be limited legitimate exceptions that preclude employees from reporting to work as scheduled, the parties nonetheless recognize and agree that it is a fundamental responsibility and expectation of all employees to report for work on time, complete their full shift as scheduled, and leave at the conclusion of their respective shift. The presence of every team member is important to sustain the success of our Industrial Operations at FCA. All employees are expected to conduct themselves in a professional manner, including following good attendance habits. Each employee should regard coming to work on time, working their shift as scheduled, and leaving at the scheduled time as essential job responsibilities. These stated behaviors are not only reflective of an engaged and fully committed workforce, but are essential to the success of the Company. To the extent possible, employees are expected to schedule all medical and personal appointments outside of normal scheduled work hours to minimize disruption to the efficiency of plant operations. Good attendance habits are an integral part of continued employment with the Company. The Company expects team members to strive for good attendance and positively impact team effectiveness.~~

~~To this end, the following Attendance Procedure has been developed to reinforce the critical importance of sustained positive attendance practices and to hold affected employees accountable for their casual absences and tardiness.~~

~~Attendance Procedure:~~

~~Each absence occurrence, whether separate or consecutive, shall count as an occurrence be assessed points and will be subject to the Attendance Discipline Guideline Steps Procedure. Tardiness more than one half of a shift will count as an absence.~~

~~Each disciplinary step point under this procedure Attendance Procedure will establish a new active on-roll recovery period for that occurrence commencing with the date of the attendance occurrence under the terms of per the Attendance Discipline Guideline Procedure.~~

~~Example: An absence on June 22, 2019 will roll off on June 23, 2020 if the employee has been on active roll for 12 months as of the roll-off date. If the employee advances to step~~

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two (2) before June 23, 2020, the employee's step one (1) will roll off as of June 23, 2020 and subsequently put the employee at step one (1).

Attendance Discipline Guideline:

Step	Action	Duration -Active On-roll Employment	Recovery
1 st	Verbal Warning	12 Months	Rolling
2 nd	Verbal Warning	12 Months	Rolling
3 rd	Written Warning	12 Months	Rolling
4 th	Written Warning	12 Months	Rolling
5 th	3 Day Disciplinary Layoff	12 Months	Rolling
6 th	10 Day Disciplinary Layoff	12 Month	Locked
7 th	Discharge		

Occurrences under the Attendance Procedure shall be assessed points as follows:

Absence:

Each day of absence, whether individual days or consecutive days, shall be deemed an occurrence and assessed one (1) point under the Attendance Procedure.

Tardy:

Each tardy shall be deemed an occurrence. The first four (4) tardies incurred during a rolling twelve (12) month active on-roll period of employment will be assessed one-half (0.5) point under the Attendance Procedure, as long as the employee is not in a locked recovery period. Otherwise, each tardy shall be assessed one (1) point.

Notification:

Employees are required to notify the Company of an unscheduled absence at least one (1) hour before the start of their scheduled shift, using the designated reporting systems. Employees are required to notify the Company of a tardy at least thirty (30) minutes before the start of their scheduled shift, using the designated reporting systems. Failure to provide proper notification shall be deemed an occurrence and assessed points under the Attendance Procedure, separate and apart from the point(s) assessed for the absence or tardy itself, whether or not the absence or tardy is permitted under the Attendance Procedure. One (1) point shall be assessed for no notification prior to the start of the shift for an absence or tardy; and one-half (0.5) point shall be assessed for a late notification for an absence or tardy.

Occurrences	Points
Tardy – first 4 incurred during a 12 month rolling period	0.5
Tardy – except as noted above or in a locked recovery period	1
Absence	1
Late Notification for an absence or a tardy	0.5
No notification of an absence or a tardy	1

The following corrective disciplinary actions apply upon accumulation of points.

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<u>Disciplinary Action</u>	<u>Points</u>	<u>Duration – Active On-roll Employment</u>	<u>Recovery Period</u>
<u>Auto progression</u>	<u>up to 6.5</u>	<u>12 Months</u>	<u>Rolling</u>
<u>5-day disciplinary layoff</u>	<u>7 thru 8.5</u>	<u>12 Months</u>	<u>Locked</u>
<u>Discharge</u>	<u>9</u>	<u>N/A</u>	<u>N/A</u>

As part of the auto progression disciplinary action, the employee will be issued a written warning upon reaching the sixth (6th) point. Under normal circumstances, dependent on the employee's availability, the Company will issue discipline for attendance violations within ~~14~~ seven (7) days following the occurrence, or the discipline will be considered untimely and the discipline void. The employee will be afforded the opportunity to have their union steward present.

Upon ~~the effective date~~ implementation of this Policy Attendance Procedure, employees' will maintain their most recent step in the Attendance Discipline Procedure status will be converted to zero (0) points.

Recovery of Points:

Employees may recover one (1) point in the Attendance Procedure for ninety (90) calendar days of active on-roll employment without incurring any additional points and if they do not have a balance of more than two (2) points. Employees remain eligible for recovery of points provided the following conditions are met:

- i. Employee has a minimum of one (1) year of on-roll employment.
- ii. Employee has had no more than two (2) sick leaves per year in the last two (2) years.

Call-in:

If an employee does not call in an unscheduled absence or tardy at least thirty (30) minutes prior to the start of the shift, the absence or tardy will be considered an occurrence in the Disciplinary Guideline process, whether or not the absence or tardy is permitted under the policy.

Employees are required to call in to the designated Call-in number for proper accountability.

Coding:

Occurrences under the procedure Attendance Procedure are defined as casual time off from work. ~~Not considered an occurrence are~~ eContractually permitted absences for reasons such as Holiday, Vacation, Jury, Bereavement (for which one is eligible for bereavement pay), Military, In-plant injury balance of shift, Family and Medical Leave Act (FMLA), Paid Sickness & Accident (S&A) Leaves, Leave of Absence, approved Paid Absence Allowance (PAA), Layoff, Union Leave, Disciplinary Suspension, Company mandated time off, sent home partial shift per Management discretion canvass or approved by management.

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and/or Worker's Compensation are not considered occurrences under the Attendance Procedure.

Reinstatement:

Employees returning from a medical leave of absence will be required to report to the designated Employment Office or utilize any other Company authorized reinstatement process for reinstatement processing in advance of returning to work to ensure they are available at the start of their respective shift. ~~The e~~Employees will be considered to be "at work" for the purpose of attendance and paid time will commence upon reporting to their work station.

Employees returning from a disciplinary layoff (excluding terminations) will not be required to submit to a drug test upon return.

Turnaround:

Employees arriving more than one (1) hour late will be considered tardy and will be assessed points according to the Attendance Procedure. Employees arriving more than one (1) hour late may be sent home at Management's discretion, without pay, and the occurrence shall be deemed an absence and assessed points in the Attendance Procedure.

~~Turnaround Policy:~~

~~Employees will be allowed to work if they arrive within one hour of the start of their shift. The tardy will be counted as an occurrence in the Tardy Procedure. Employees arriving more than one hour late may be sent home at Management's discretion, without pay, and the absence will count as an occurrence in the Attendance Procedure.~~

~~Tardy Procedure:~~

~~While punctuality is expected, the parties understand that unforeseen circumstances may cause an employee to be tardy on rare occasions. Furthermore, the parties adhere to the long-standing principle that discipline should be corrective rather than punitive in nature.~~

~~Each tardy shall count as an occurrence and will be subject to the Tardy Discipline Guideline Steps. Tardiness more than one half of a shift will count as an absence.~~

~~Each disciplinary step under this procedure will establish a new active on-roll recovery period for that occurrence commencing with the date of the tardy occurrence per the Tardy Discipline Guideline.~~

~~Example: A tardy on June 22, 2019 will roll off on June 23, 2020 if the employee has been on active roll for 12 months as of the roll-off date. If the employee advances to step two (2) before June 23, 2020, the employee's step one (1) will roll off as of June 23, 2020 and subsequently put the employee at step one (1).~~

Tardy Discipline Guideline:

Step	Action	Duration	Recovery
		Active On-roll Employment	
1 st	Verbal Warning	12 Months	Rolling
2 nd	Verbal Warning	12 Months	Rolling
3 rd	Written Warning	12 Months	Rolling
4 th	Written Warning	12 Months	Rolling

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5 th	3-Day Disciplinary Layoff	12-Months	Rolling
6 th	10-Day Disciplinary Layoff	12-Month	Locked
7 th	Discharge		

Upon the effective date of this Policy, employees will maintain their most recent step in the Tardy Discipline Procedure.

The parties further agree to the following understandings regarding absenteeism:

i) Call-in Notification – In order to ensure a fair and consistent process, the parties discussed examples of satisfactory reasons for failing to call-in notify the Company of an absence or tardiness. These examples include, but are not limited to:

-The employee, current spouse, or minor child suffers a severe illness resulting in the need for immediate and urgent medical treatment at the same time the employee would otherwise be required to call notify.

-The employee is involved in a car accident on the way to work resulting in a significant injury precluding the ability to call-in notify as required.

Instances as described above will require the employee to submit written documentation to Management to substantiate the inability to comply with the call-in notification requirement.

ii) Plant Shutdowns – At locations which announce and take a vacation shutdown period, and where vacation time off entitlements are reduced by a plant shut down, such time will be considered active, on-roll time for the purposes of calculating the "rolling" and "locked" twelve (12)-month periods of active, on-roll employment.

iii) Definition of One (1) Week – For the purposes of calculating the "rolling" and "locked" twelve (12)-month periods of active, on-roll employment, a layoff period of one (1) week means seven (7) consecutive calendar days.

iv) Holidays – Days designated as holidays pursuant to Section (95) of the National P&M Agreement shall be considered to be active, on-roll days of employment.

v) Timeliness of Discipline After S&A Application Period – Where the serving of discipline hinges on whether an employee has applied or will be applying for S&A benefits, Management will determine no later than the end of the S&A application period whether the discipline shall be served. The discipline shall not be considered untimely in any case, notwithstanding any local agreement provisions to the contrary.

vi) Emergency Call-in - An employee who is on a regular scheduled day off, who has not previously accepted overtime, or is on an approved scheduled vacation and is subsequently called in to work by Management as a result of an emergency situation and does not report or does not report timely, shall not be an occurrence in the attendance or tardy procedure Attendance Procedure.

~~vii) Urgent and Immediate Medical Treatment – Short-term absences incurred as a result of urgent out-patient surgery procedures or conditions that require immediate medical treatment (including an employee's current spouse or dependent child, if such conditions are serious and uncontrollable) shall not be occurrences under the Attendance Procedure so long as satisfactory evidence is provided. NOTE: Employees must call-in at least thirty (30) minutes prior to the start of their shift.~~

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vii) An absence due to an outpatient colonoscopy procedure shall not be an occurrence under the Attendance Procedure as long as the employee provides satisfactory evidence and notifies Management at least five (5) days in advance of the absence, if at the time of notification the employee requests a consecutive day of absence, the Company agrees to allow the employee to use a Paid Absence Allowance (PAA) or a vacation day to cover the absence, provided the employee has PAA or vacation balance to use. Employees shall be limited to two (2) instances during the term of the Agreement.

viii) Paid Absence Allowance - If an employee has less than one half (1/2) of a shift as a balance of PAA hours, he would be excused for up to one half (1/2) of a shift and paid the actual balance of PAA hours. Likewise, if an employee has more than one half (1/2) of a shift, but less than a full shift as a balance of PAA hours, the employee would be excused for up to a full shift and paid the actual balance of PAA hours.

Discharges issued under this Memorandum where employees have previously reinstated under the terms of an ~~Attachment A~~ Conditional Reinstatement Letter are not covered by this policy and such employees remain employed under the terms and conditions of their ~~Attachment A~~ Conditional Reinstatement Letter.

The National Attendance Council will monitor the application and effectiveness of the UAW/FCA US LLC Attendance Procedure as set forth in this Memorandum of Understanding. The Council is specifically empowered, during the term of this Agreement, to make mutually satisfactory adjustments to the UAW/FCA US LLC Attendance Procedure, and to explore other constructive approaches to reduce absenteeism that may be implemented during the term of this Agreement. The Council will consist of two (2) members of the International Union appointed by the Vice President, Director UAW ~~FCA~~Stellantis Department, and two (2) members of the Company appointed by the Vice President, Employee Relations FCA. On a quarterly basis, the Council will meet to review absenteeism at all locations and establish an Absenteeism Conference to address systemic absenteeism concerns.

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(M-13) Memorandum of Understanding - UAW-FCA US LLC Employees Hired On or After October 29, 2007 Wage & Benefit Agreement

M-13

**MEMORANDUM OF UNDERSTANDING
UAW-FCA US LLC NON-SKILLED EMPLOYEES
HIRED OR REHIRED ON OR AFTER OCTOBER 29, 2007 AND SKILLED TRADE EMPLOYEES
HIRED OR REHIRED ON OR AFTER OCTOBER 12, 2011 AND DUNDEE ENGINE NON-
SKILLED AND SKILLED TRADE EMPLOYEES HIRED ON OR AFTER OCTOBER 12, 2011
WAGE & BENEFIT AGREEMENT**

During the ~~2019~~2023 negotiations the parties discussed at length the provisions of M-13.

Thus, in accordance with and as part of the ~~2019~~2023 UAW-FCA US LLC Production, Maintenance and Parts (PM&P) Agreement between the International Union, UAW (hereinafter referred to as UAW) and FCA US LLC, the UAW and FCA US LLC agree as follows regarding ~~wage~~ ~~and~~ benefit levels and other matters applicable to certain employees hired on or after October 29, 2007 or October 12, 2011 and continuing through the duration of the ~~2019~~ Agreement.

Except as otherwise specified in this Memorandum, certain employees hired on or after the dates designated in Section II Applicability below, and through the duration of the ~~2019~~2023 Agreement will be covered in all respects by the UAW-FCA US LLC PM&P Agreement. Notwithstanding the foregoing, or anything else to the contrary, this Memorandum applies to all UAW-represented FCA US LLC facilities covered by the ~~2019~~2023 UAW-FCA US LLC PM&P Agreement.

I Duration

This Memorandum shall take effect on the effective date of the ~~2019~~2023 UAW-FCA US LLC PM&P Agreement ("Effective Date") and continue until 11:59 p.m. (Detroit, Michigan time) on ~~September 14, 2023~~ April 30, 2028, subject to the modification and termination provisions of Section (117) of the ~~2019~~2023 UAW-FCA US LLC PM&P Agreement.

II Applicability

The terms of this Memorandum apply to all employees at all FCA US LLC facilities covered by the ~~2019~~2023 UAW-FCA US LLC PM&P Agreement.

"Employees" means:

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- Full-time non-skilled classified employees hired or rehired on or after October 29, 2007, and
- Full-time skilled trade classified employees hired or rehired on or after October 12, 2011, and
- Full-time salaried bargaining unit hired on or after April 15, 2010 (including SBU to HBU), and
- Full-time Dundee Engine Plant ("Dundee") (formerly known as Global Engine Manufacturing Alliance LLC ("GEMA") non-skilled classified and skilled trade classified employees hired or rehired on or after October 12, 2011.

III Seniority and Transfers

Non-skilled employees hired under this Memorandum may apply and be transferred, if qualified, to the skilled trades, apprentice or Temporary Skilled Trades Employee classifications.

Notwithstanding any such transfer, these employees will continue to be covered by this Memorandum.

Dundee employees hired or rehired under this Memorandum who transfer to another location will continue to be covered by this Memorandum. Employees hired or re-hired under this Memorandum who transfer to Dundee will be governed by this Memorandum.

IV Wages and Classification

~~There are four (4) non-skilled team member wage rates and corresponding classifications for each year of the Agreement, where adjustments are made, as set forth below.~~

Team Member Support			
	Effective 2019 CBA	Effective 9/14/2020	Effective 9/19/2022
Team Member Maximum Rate	<ul style="list-style-type: none"> • Assembly \$29.94 • Powertrain \$29.84 • Stamping \$29.83 • Mepar \$29.76 	<ul style="list-style-type: none"> • Assembly \$30.84 • Powertrain \$30.74 • Stamping \$30.72 • Mepar \$30.65 	<ul style="list-style-type: none"> • Assembly \$31.77 • Powertrain \$31.66 • Stamping \$31.64 • Mepar \$31.57
Starting Rate Team Member Minimum	\$17.00	\$17.51	\$18.04

1. Non-Skilled Wages

~~a. Manufacturing: Employees will receive wage rate increases in accordance with the schedule below. Employees hired prior to the effective date of the 2019 Agreement will remain at their current wage rate until they become eligible for their next wage increase.~~

~~i. Employees hired prior to the effective date of the 2019 Agreement, who are earning \$24.40 per hour or more as of September 1, 2023 will advance to the maximum production rate by division effective September 4, 2023.~~

~~For clarity, increases occurring for In-Progression Employees will be employee specific and will be effective on the Monday following the anniversary of the employees' corporate~~

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Years of Service	Rates Effective 2019 GBA	Rates Effective 9/14/2020	Rates Effective 9/19/2022
<1 year	\$17.00	\$17.51	\$18.04
1 < 2	\$18.00	\$18.54	\$19.10
2 < 3	\$19.50	\$20.09	\$20.69
3 < 4	\$23.00	\$23.69	\$24.40
4 < 5	\$24.00	\$24.72	\$25.46
5 < 6	\$25.00	\$25.75	\$26.52
6 < 7	\$26.00	\$26.78	\$27.58
7 < 8	\$28.00	\$28.84	\$29.71
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± Maximum Production Rate by Division

b. Mopar PDG:

i. Employees hired prior to October 26, 2015 will remain at their current wage rate until they become eligible for their next wage increase in accordance with the following schedule:

Years of Service	Mopar PDG Rates Effective 2019 GBA
At Hire	\$17.00
1 < 2	\$18.00
2 < 3	\$19.50
3 < 4	\$21.00
4 < 5	\$22.50
5 < 6	\$24.00
6 < 7	\$26.00
7 < 8	\$28.00
>8	Team Member Maximum Rate

ii. Employees hired on or after October 26, 2015 will receive wage rate increases in accordance with the following schedule:

Years of Service	Mopar PDG Rates Effective 2019 GBA
At Hire	\$17.00
1 < 2	\$18.00

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2 < 3	\$19.00
3 < 4	\$20.00
4 < 5	\$21.00
5 < 6	\$22.00
6 < 7	\$23.00
7 < 8	\$24.00
> 8	\$25.00
Team Member Maximum Rate	\$25.00

e. Axle Operations:

i. Employees hired prior to October 26, 2015 shall progress in accordance with the following schedule. Employees who progress to the rate of \$19.86 will receive an annual wage rate increase on the Monday following the anniversary date of the agreement.

Years of Service	Axle Operations Rates Effective 2019 CBA
Less than 1	\$16.25
1 < 2	\$17.16
2 < 3	\$18.06
3 < 4	\$18.96
4 < 5	\$19.86
5 < 6	\$20.46
6 < 7	\$21.07
7 < 8	\$21.70
> 8	\$22.50
Team Member Maximum Rate	\$22.50

ii. Employees hired on or after October 26, 2015 will receive wage rate increases in accordance with the following schedule:

Years of Service	Axle Operations Rates Effective 2019 CBA
Less than 1	\$16.25
1 < 2	\$17.16
2 < 3	\$18.06
3 < 4	\$18.96
4 < 5	\$19.86

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5<6	\$20.46
6<7	\$21.07
7<8	\$21.70
>8	\$22.50
Team Member Maximum Rate	\$22.50

2. Skilled Trade Wages

~~The wage rates for skilled trades employees provided in Section (109) Wage Rate Increases of the UAW-FCA US LLC PM&P Agreement will continue to cover skilled trades employees, including journeypersons hired after the Effective Date, new apprentices hired directly into an apprentice classification after the Effective Date, and production employees hired under this Memorandum who are subsequently promoted to a journeyperson classification, transferred to a Temporary Skilled Trades Employee status, or indentured as an apprentice.~~

V—Vacation Entitlement

~~The maximum annual Payment In Lieu of Vacation (PILV) and Paid Absence Allowance (PAA) entitlement for employees covered by this Memorandum shall be 160 hours.~~

VIIV Legal Services Plan

Employees covered by this Memorandum are eligible for the Legal Services Plan pursuant to the terms of that plan.

VHIV Benefit Plans

Employees, as defined in Section II Applicability above, who are classified as Full Time are covered under (1) the ~~2019~~2023 UAW-FCA US LLC PM&P Agreement, (2) Exhibit B - The Life, Disability and Health Care Benefits Program, and (3) FCA US LLC UAW Savings Plan, Appendix V Supplemental Exhibit G Supplemental Agreement - Company Health Care Contributions and Company Defined Contribution with the exceptions set forth below in Attachment A - Benefit Plans Agreement.

VHVI Scope

Except as specifically provided in this Memorandum, all provisions of the ~~2019~~2023 UAW-FCA US LLC PM&P Agreement and understandings and local agreements existing as of the Effective Date shall apply to employees covered by this Memorandum.

Any future changes to the UAW-FCA US LLC PM&P Agreement, Agreements or understandings will apply to employees covered by this Memorandum only by expressed agreement between the National Parties.

IXVII Compliance – Dispute Resolution

Disputes, local and national, involving the application or interpretation of this Memorandum, including but not limited to the commitments set forth above, will be reviewed by a joint committee consisting of three (3) members appointed by the UAW Vice President and Director of the FCAStellantis Department and three (3) members appointed by the Vice President, Employee Relations, FCA US LLC.

The Joint Committee shall meet at least quarterly. FCA US LLC and the UAW shall advise the Joint Committee at each meeting of any issues surrounding the administration and implementation of this Memorandum. FCA US LLC will provide information as necessary on any issue raised for

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discussion or resolution. The parties commit to the thorough investigation of and the prompt resolution of all issues discussed relative to this Memorandum.

The Joint Committee will have full authority to settle all matters that are properly before it, recognizing that disputes covered by appeal procedures of the respective Benefit Plans, and other issues consistent with applicable law, may be outside the scope of the Committee's authority. If the Joint Committee is unable to resolve a matter properly before it, the matter will be referred directly to arbitration, using the arbitration provisions, including the restrictions in powers of the Impartial Chairman, contained in the UAW-FCA US LLC PM&P Agreement. Such matters will immediately be given top priority for resolution.

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AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA, UAW

FCA US LLC

Attachment A Benefit Plans Agreement

Employees, as defined in Section II Applicability above, who are classified as Full Time are covered under (1) the ~~2019~~2023 UAW-FCA US LLC PM&P Agreement, (2) Exhibit B - The Life, Disability and Health Care Benefits Program, and (3) FCA US LLC UAW Savings Plan, ~~Exhibit G~~ Supplemental Appendix V Agreement - Company Health Care Contributions and Company Defined Contribution with the exceptions set forth below in this Attachment A - Benefit Plans Agreement.

SECTION I: Health Care Benefits Program

For purposes of the Health Care Benefits Program, "Employees" as defined in this Memorandum will not be eligible for post-retirement health care coverage from the Company or for Company-provided coverage for their survivors.

Additionally, "Employees" will be subject to the adjustments to the FCA US LLC Health Care Benefits Program for Hourly Employees as discussed in subsections 1 through ~~87~~, below.

1. They will become eligible for health care coverages under Exhibit B, The Life, Disability and Health Care Benefits Program (Group Hospital, Surgical, Medical, Drug, Dental, Vision and Hearing Aid Coverage) as provided in Article I, Section 3.D(1.) and Article III, Section 1. (A.) of the Program.

2. They will become eligible for full coverage under Exhibit B Section 6. (Dental Plan) on the first day of the month next following the month in which the employee is actively at work (or on disability leave) after acquiring ninety (90) days of seniority.

3. They will become eligible for full coverage under Exhibit B Section 7. (the Vision Plan) on the first day of the month next following the month in which the employee is actively at work (or on disability leave) after acquiring ninety (90) days of seniority.

~~4. They will not be able to enroll Sponsored Dependents.~~

54. At the end of the month in which the maximum Extended Disability Benefit amount is payable, the employee's coverage for health care will cease.

65. Effective January 1, 2020 or as soon as practicable thereafter, they will be enrolled in the Preferred Provider Organization (PPO) Plan Option as outlined in Exhibit B Article III, Section 3.B.(1). for a two (2) month period during which time they will have the option to enroll under the

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Standard Care Network Plan Option or a Health Maintenance Organization (HMO) (if available) or, by not making an election, remain enrolled under the PPO.

For an employee who elects to enroll for coverage under the SCN or the HMO, coverage will be effective the first (1st) of the month after the month in which they enrolled for coverage under the SCN or the HMO. Employees will remain enrolled in their selected Health Care Plan for twelve (12) months. Future Plan enrollment changes will be subject to the existing Company enrollment change process.

76. The opportunity for survivors to continue coverage, or Employees to continue coverage postemployment or for periods not in active service, will be limited to self-pay continuation that may be available under federal law.

87. In lieu of Company contributions for health care coverage in retirement (or for surviving spouse health care coverage), the Company will make a contribution as provided under the FCA US LLC UAW Savings Plan, ~~Exhibit G~~ - Supplemental Appendix V Agreement Company Health Care Contribution, Company Defined Contributions.

SECTION II: FCA US LLC UAW Savings Plan

Employees covered by this Memorandum are eligible to participate in the FCA US LLC UAW Savings Plan pursuant to the terms of that plan.

Company contributions are provided pursuant to FCA US LLC UAW Savings Plan, ~~Exhibit G~~ - Supplemental Appendix V Agreement - Company Health Care Contribution and Company Defined Contribution.

SECTION III: Life and Disability Benefits Programs

Except as specifically modified herein, all benefits shall be governed by the provisions of the respective Programs.

A. Life Insurance Benefits:

Eligibility:

Employees hired on or after October 29, 2007 shall be eligible for Basic Life Insurance and Accidental Death and Dismemberment Insurance on the first day of employment with the Company.

Basic Life Insurance:

The Company will provide Basic Life Insurance coverage in the amount of forty-five thousand dollars (\$45,000).

Accidental Death and Dismemberment Insurance:

The Company will provide Accidental Death and Dismemberment Insurance in the amount of twenty-two thousand five hundred dollars (\$22,500).

Continuation of Company Provided Life Insurance Post Employment:

An insured employee with ten (10) or more years of seniority and at least age fifty-five (55) at the time of separation from employment with the Company will be eligible for continuation of Basic Life Insurance coverage in the amount of fifteen thousand dollars (\$15,000) and Accidental Death and Dismemberment Insurance coverage in the amount of seven thousand five hundred dollars (\$7,500).

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B. Work Related Death Benefit:

The work related death benefit coverage will be based on the amount of Accidental Death and Dismemberment Insurance then in force for employees hired on or after October 29, 2007 of twenty-two thousand five hundred dollars (\$22,500).

C. Sickness and Accident Benefits:

Eligibility and Duration:

Sickness and Accident Benefits and Extended Disability Benefits coverage under the Life and Disability Program will apply on the date following the date an employee acquires one year of seniority.

For eligible employees with at least 1 year ~~but less than 3 years~~ seniority as of the day on which disability commenced-~~26~~52 week maximum

~~For eligible employees with at least 3 years seniority as of the day on which disability commenced -52 week maximum~~

D. Extended Disability Benefits: Eligibility and Duration:

For eligible employees with at least 1 year but less than 3 years seniority as of the day on which disability commenced-13 week maximum

For eligible employees with at least 3 years but less than 5 years seniority as of the day on which disability commenced-26 week maximum

For eligible employees with at least 5 years seniority as of the day on which disability commenced but less than 10 years-time for time.

For eligible employees with 10 or more years seniority as of the day on which disability commenced - 10 years or age 65, whichever comes first.

At the end of the month in which the maximum EDB amount is payable, the employee's coverage for health care will cease. Life insurance post-employment rules will apply.

SECTION IV: Supplemental Unemployment Benefit Plan (SUB)

Eligibility based on current Plan provisions

~~All Benefits shall be governed by the Supplemental Unemployment Benefit Plan of the 2019-PM&P Agreement, except as otherwise specifically modified herein:~~

~~A. Eligibility and Duration~~

- ~~Employees with less than one (1) year of seniority shall be ineligible for regular SUB Benefits~~
- ~~Employees with at least one (1) year but less than three (3) years of seniority, eligibility for regular benefits for periods of qualifying layoff under the SUB Plan shall be limited to a maximum of 13 weeks during the life of the 2019 National Agreement~~
- ~~Employees with three (3) or more years of seniority, eligibility for regular benefits for periods of qualifying layoff under the SUB Plan shall be limited to a maximum of 26 weeks during the life of the 2019 National Agreement~~
- ~~Employees are not eligible for Transitional Assistance (TA)~~
- ~~The weekly durational provisions contained in this Section pertaining to the Supplemental Unemployment Benefit (SUB) benefit shall be replenished as of the effective date of this Agreement.~~

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~~B. Amount~~

~~— The SUB Benefit amount shall be determined according to the Regular Benefit Table, Article II Section 1(a) which will equal, on average, 95% of an employee's weekly after-tax pay minus \$15.00 to take into account work-related expenses not incurred. In calculating the weekly regular SUB Benefit for an Employee on a qualifying layoff, the offsets for State Unemployment Insurance benefits received for that week shall apply; however, no offsets for wages from another employer shall apply, unless such wages are treated as earnings by the State Unemployment Agency.~~

SECTION V: Profit Sharing Plan

Eligibility based on current Plan provisions.

SECTION VI: Post-Employment Benefits

Employees covered by this Memorandum are eligible for post-employment benefits as described in this Section VI.

(1) Employees who permanently separate from service as a quit or resignation, who (a) have attained at least age fifty-five (55) and have ten (10) or more years of service, or (b) have thirty (30) or more years of service are eligible for the following benefits.

~~a) Unused vacation and paid absence allowance payments as provided in the National Agreement~~

~~ba) Current year profit sharing payment based on Plan provisions~~

~~eb) Vehicle Discounts and Mopar Discounts, set forth in 20192023 PM&P letters (96) Product Purchase Programs and (97) Employee-Retiree New Vehicle Purchase / Lease Programs and 20192023 O&C&E letters (12) Employee-Retiree New Vehicle Purchase / Lease Programs and (115) Product Purchase Programs.~~

For purposes of this Section VI (1), "years of service" means the elapsed time between hire or rehire date and the termination date or loss of seniority.

(2) Employees who permanently separate from service as a quit or resignation, are eligible for legal services benefits as described in the Legal Services Plan.

(3) Employees who permanently separate from service as a quit or resignation, are eligible for life insurance benefits as described in above Section III Life and Disability Benefits Programs.

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(M-14) FCA-UAW Center For Employee Development

MEMORANDUM OF UNDERSTANDING
ON FCA-UAW CENTER FOR EMPLOYEE DEVELOPMENT

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

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

Establishment of the Trust Funds

The parties agree that the FCA-UAW Center for Employee Development, (also known as the National Training Center, "NTC"), which is currently established as a nonprofit entity pursuant to Internal Revenue Code Section 501(c)(5), will be dissolved. The parties agree to establish two (2) Taft-Hartley Trust Funds ("Trust Funds") under Section (302) of the Labor Management Relations Act – the UAW-FCA Labor Management Committees Trust Fund ("LMC Trust") and UAW-FCA Voluntary Employees' Beneficiary Association Trust Fund ("VEBA Trust"). The Trust Funds shall be established as tax-exempt organizations pursuant to Internal Revenue Code Section 501(c)(5) and Section 501(c)(9), respectively. Trust Agreements establishing the Trust Funds created pursuant to this Memorandum will be adopted as soon as feasible after the effective date of the ~~2019~~ 2023 National Agreement. With regard to the operation of the Trust Funds and the programs designed and funded under the respective Trust documents and in accordance with this Memorandum of Understanding, the parties agree as follows:

1. The assets of the Trust Funds will be used for the exclusive benefit of ~~j~~joint ~~A~~activities and other programs as set forth herein, and to defray reasonable and necessary costs of such programs, including the NTC's wind down costs, legal fees and expenses, and any carry-over obligations of the NTC in accordance with applicable law, and for no other purpose including charitable or other non-program activities.
2. ~~To ensure that~~The trustees of the LMC and VEBA Trusts have sufficient assets to conductwill provide the Company with annual budgets for the labor-management activities and ~~administer the~~ employee benefit programs described in this MOU, the collective bargaining agreement, and the trust documents. After reviewing the

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budgets the Company will make contributions to the Trusts as set forth in the 2023 Funding Addendum. ~~As set forth in the 2023 Funding Addendum, such contributions are contingent on the Company's review and approval of budgets for the Trust Funds for the period in question except to the extent that the Company reasonably believes such contributions would violate Section 302 of the Labor Management Relations Act.~~

3. The joint purchase, sale or distribution of FCA-UAW promotional products and novelty items shall be prohibited.
4. ~~The Company shall have the right to review all proposed expenditures of the Trustees of the respective Trust Funds and to accept, modify, or reject those expenditures in the sole and exclusive discretion of the Company. the use of Trust assets for expenditures that the Company in its sole discretion determines may violate the Labor Management Relations Act ("LMRA"). The Company will draft and present recommended is responsible for establishing internal controls for the Trust Funds. and such~~ The Trust Funds will be audited on an annual basis by an external independent public accounting firm, and the Company and the Union will receive a copy of such audit each year.

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

1. Company and UAW representatives on the NTC Board of Directors ("NTC Board") will begin proceedings to dissolve the NTC ~~when the Trust Funds are operational on the effective date of the 2019 National Agreement~~ in accordance with applicable laws. At the point the Trusts are operational, established and except as required during the transition period, the NTC shall cease having any involvement in any activities, training, other endeavors, and any other joint functions of any kind. ~~Further, after the Trusts are operational, except as required to effectuate the transition of the joint activities to the Trust Funds or for the dissolution of the NTC itself,~~ the NTC shall refrain from withdrawing or expending any funds, making any payments or transfers, and from incurring any new financial commitments and liabilities; and all Company payments, expenditures and funding of any kind relating to the NTC shall cease. ~~The NTC Board will also arrange for an independent audit of the NTC's property, assets, expenditures, income, liabilities, other finances and activities, the results of which will be provided to the Company and the UAW. The NTC Board will make all necessary arrangements by April 30, 2020 November 1, 2023, for the National Training Center building located at 2500 East 9 Mile Road, Warren, MI 48091 to be sold to the Company, with the proceeds going to the NTC. The NTC Board will also make all necessary arrangements by April 30, 2020 for the Regional Training Center located at 1315 East Hoffer Street, Kokomo, Indiana 46902 to be sold, with the proceeds going to the NTC. The NTC Board will also arrange for an independent audit of the NTC's property, assets, expenditures, income, liabilities, other finances and activities, the results of which will be provided to the Company and the UAW. The NTC's dissolution will not be finalized until the documents governing the operations of the LMC and VEBA Trusts have been completed.~~
2. ~~As soon as practical after the VEBA Trust is operational, the NTC will transfer the NTC building located at 2500 East Nine Mile Road, Warren, MI 48091, along with any related real property ("NTC building") to the VEBA Trust at no cost. The Company intends to purchase the NTC building from the VEBA Trust. The parties agree that the Company and the VEBA Trust will seek a prohibited transaction exception from the U.S. Department of Labor permitting the VEBA Trust to sell the NTC building to the Company. If the exemption is granted, and the Company acquires the NTC building, it will lease to the LMC and VEBA Trusts, at no cost, the space at the NTC building currently used in connection with the operations to be transferred to the Trusts for the duration of the 2023 National Agreement. Thereafter, the Trusts will have the option~~

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to extend the leases for three successive terms of four years each. If the Company sells the NTC building during the term of such a lease, it will require the buyer, as a condition of the sale, to assume the leases and offer the Trusts the option of extending the leases for any remaining four-year term(s). In the event that the NTC building is no longer leased to either the LMC or VEBA Trust, the Trustees of the LMC and VEBA Trusts will determine the location at which the joint activities and programs will be conducted.

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

Executive Board-Joint Activities & Trust Fund Functions

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

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

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

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

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

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

1. Modifications to the LMC Trust

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

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

2. Modifications to the VEBA Trust

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

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

c. The training conducted by the NTC and, after it has been formed, the VEBA Trust will be expanded to include electric vehicle training programs and training for any new technology introduced at facilities where UAW-represented employees are employed. Appropriate training will be provided for all bargaining unit employees whose work functions have been materially altered due to the transition to electric vehicles and for any new work functions created by the transition to electric vehicles. This would cover training for: (i) all bargaining unit members at any facility covered by this agreement, including but not limited to final assembly plants, propulsion plants, pack and module assembly operations, battery cell manufacturing facilities, battery recycling operations, parts plants, and parts depots; (ii)

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both skilled and non-skilled bargaining unit work; and (iii) new skills development, training on new equipment, and health and safety. The training described above will be conducted at the building located at 2500 E. Nine Mile Road, Warren, Michigan 48091.

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

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

Transition of NTC Operations and Personnel

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

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

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

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

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

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

National Joint Program Representatives

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

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

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

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

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

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The parties have reviewed, and updated provisions contained in the 2015 FGA-UAW National Agreement pertaining to Joint Activities and joint funding. On the effective date of the 2019 National Agreement, all prior National Agreement provisions, Local Agreement provisions, Memorandums of Understandings, Letters, Documents or Excerpts, etc. regarding Joint Activities and joint funding, not specifically provided for in the 2019 National Agreement, shall cease and no longer be applicable. As such, the parties recognize that this This Memorandum of Understanding will be the controlling document and supersedes any prior provisions and/or understandings related to Joint Activities and joint activities, funding.

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(M-xx) MEMORANDUM OF UNDERSTANDING ON FCA-UAW CENTER FOR EMPLOYEE DEVELOPMENT – 2023 Funding Addendum

MEMORANDUM OF UNDERSTANDING
ON UAW-FCA CENTER FOR EMPLOYEE DEVELOPMENT
2023 Funding Addendum

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

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

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

4. 2024 Funding:

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

5. 2025 Funding:

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

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

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

6. 2026 Funding

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

7. 2027 Funding

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

8. 2028 Funding:

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

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

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

Example for LMC Trust:

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

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

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

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

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

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

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

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

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

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

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

Exhibit "A"

Production, Maintenance and Parts (PM&P) Agreement
Letter (3) - Employee Assistance Program Representative
Letter (103) - Youth Programs

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

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

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

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MEMORANDUM OF UNDERSTANDING Supplemental Employees

During ~~2019~~2023 National Production, Maintenance and Parts Agreement negotiations, the parties held lengthy discussions regarding the use of Supplemental Employees. The parties agreed that replacing full-time seniority employees who are temporarily absent due to certain specific reason codes with Supplemental Employees, while not circumventing the hiring of full-time employees, was mutually beneficial. Supplemental Employees are not to be employed to avoid hiring to fill permanent positions. The parties recognize the following two categories of Supplemental Employees.

- Temporary Part-Time employees (TPT)
- Temporary Full-Time employees (TFT)

The following paragraphs set forth the terms and conditions for use of the aforementioned temporary employees as well as the wages, benefits and other provisions.

Temporary Part-Time employees shall be employed in accordance with the following provisions:

TPTs are employees hired by the Company who shall be used on Monday, Friday, Saturdays and Sundays if required unless agreed to by the parties. The National Parties agree that TPTs can be used on high absenteeism days even if those days fall on a Tuesday – Thursday. The following will be considered high absenteeism days; the last scheduled workday prior to, or the first scheduled workday immediately following a contractual holiday or scheduled layoff/shutdown; and the day following Super Bowl Sunday, St. Patrick's Day, Cinco De Mayo, Mother's Day, Father's Day, Halloween, and the week in which Bonuses are paid out. Additionally, the National Parties can approve additional high absenteeism days.

Temporary Full-Time employees (TFT) shall be employed in accordance with the following provisions:

- TFTs are employees hired by the company who shall be normally scheduled to work the full regular work schedule of the plant/department they are assigned.
- In all instances where TFT employees are to be utilized, the company shall canvass existing TPT employees at the requesting facility for their interest to become a TFT employee.
- The Company shall review with UAW Stellantis Department other situations requiring Supplemental employees above the allowable number such as but not limited to; product launches, separation programs, periods of high vacation from April thru November and high absenteeism days and employee transfer periods.

Accordingly, the Company may hire Supplemental, Employees to supplement the work force for straight-time, overtime or weekend work in any facility covered by the ~~2019~~2023 Production, Maintenance, and Parts Agreement.

The NAC will determine the supplemental allocation, the Company will determine the percentage of that allocation which will be TPT and TFT.

Therefore, it is agreed this Memorandum of Understanding (MOU) shall govern the employment of such Supplemental Employees.

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I. ADMINISTRATION OF THIS MEMORANDUM

The National Attendance Council ("NAC"), shall consist of two (2) members of the International Union and two (2) members of the Company will meet within (30) days of ratification of this Agreement to review this MOU. After the first meeting, the NAC shall meet at least quarterly, and as needed, to monitor the application and efficiency of the attendance procedure as set forth in M-8 and this MOU. The NAC is specifically empowered as set forth in M-8 concerning the UAW/FCA Attendance Procedure. For purposes of this MOU, the NAC will meet quarterly to monitor the use of Supplemental Employees; develop and maintain Labor Market Area List of Supplemental Employees by Corporate Service Date; discuss any full-time openings and identify the appropriate Supplemental Employees for the openings; and discuss and resolve any local issues with consideration given to Local Party recommendations.

At each quarterly meeting, the NAC will agree to (1) the calculation of the allowable number of Supplemental Employees eligible to work during the workweek and (2) the calculation of the allowable number of Supplemental Employees eligible to work Mondays, Fridays, Saturdays, Sundays and Holidays. The Local Parties will review historical Supplemental Employee use during the same quarter of the previous year and previous quarter of the same year for each calculation to establish a baseline of the expected need for Supplemental Employees for each category during the next quarter, and share the numbers with the NAC for review and mutual agreement at least two (2) weeks prior to the next quarter commencing. The NAC will provide the approval to each facility. In consideration of approving Supplemental usage by facility, the NAC may take into consideration anticipated downtime and volume fluctuations during the upcoming quarter for each facility. In situations where a plant anticipates lower Supplemental usage, a request will be made to the NAC to allow Supplemental Employees the option to pick up additional work opportunities by volunteering to temporarily work at another facility. In the absence of volunteers, the NAC has the authority to temporarily place Supplemental Employees at another facility on the basis of hire date.

The Local World Class Participation Council ("LWCPC") or comparable manpower committee at each facility will review Supplemental Employee usage calculation at its regular meetings. If the facility anticipates requiring additional authorization of Supplemental Employees above the amount allowed under the calculation, the LWCPC will discuss the need for additional Supplemental Employees and forward the rationale and a recommendation for the additional need for Supplemental Employees to the NAC for its review and approval. Where the need for additional Supplemental Employees is validated, Corporate Employee Relations will provide authorization.

Additionally, if an issue arises regarding the usage of Supplemental Employees that the LWCPC cannot resolve, the LWCPC can escalate the issue to the NAC. The NAC shall meet within two (2) weeks to review and address the issue. In the event that the NAC is unable to resolve an issue, the issue may be elevated to the Vice President, UAW FCA Stellantis Department and the Vice President of Employee Relations, or their designees, for expedited resolution.

II. WORK SCHEDULES

Supplemental Employees are employees hired by the Company who shall normally be scheduled to work Monday through Friday and additionally may be scheduled to work Saturdays, Sundays, and Holidays, subject to the following:

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A. Supplemental Employees may be utilized any day of the week to replace employees not at work for certain absence codes, specifically, unexcused absences, Intermittent Family Medical Leave Act (FMLA) leaves/absences, ~~and~~ all sick leaves of absence. The number of Supplemental Employees eligible at each facility will be based on that facility's average of the aforementioned absences calculated on a quarterly basis as a percentage of total absenteeism multiplied by the number of full-time employees (active on roll plus temporarily inactive). Supplemental Employees are not to be used to circumvent Local overtime scheduling provisions or to displace eligible full-time employees. Additionally, Supplemental Employees can be utilized, with mutual agreement, on other occasions such as, but not limited to, product launch, high vacation periods, and awaiting transfer of laid off employees from other locations.

B. The parties recognize the need to utilize a higher number of Supplemental Employees (than the calculated allowance) on Mondays, Fridays, Saturdays, Sundays and Holidays to accommodate the greater number of absences that occur on these days.

C. On days they are scheduled to work, Supplemental Employees may be schedule d all of the hours scheduled for the department in which they are assigned. TFTs will be scheduled in accordance with M-2.

D. ~~Supplemental Employees~~ TFTs may be scheduled to work extended hours provided they do not displace eligible regular full-time employees.

E. Supplemental Employees will be scheduled in a fair and equitable manner by Department and shift giving due consideration to the length of employment with the Company.

F. When the shift schedule of a Supplemental Employee is required to be modified, the Company will consider volunteers; however, in the absence of volunteers a minimum of (5) calendar days' notice will be provided. Where local language provides, a longer notification period for Supplemental Employees will apply.

~~F.G.~~ Supplemental Employees may be utilized on a full-time basis for the period beginning on April 1 through November the first Saturday following the Labor Day Holiday to replace seniority employees who take vacation leaves of absence.

The NAC will send a request to the Local Parties for information concerning the need for Summer Vacation Replacements. Upon recommendation by the Local Parties, the NAC will meet no later than the third Monday in March and identify the number of Supplemental Employees that will be utilized on a full-time basis to replace employees on vacation at each respective location.

III. SENIORITY EMPLOYEES DISPLACING SUPPLEMENTAL EMPLOYEES

A. ~~The employment by the Company of Supplemental Employees shall not be considered as an infringement of the rights of regular employees under the 20192023 FGA US LLC-UAW Production, Maintenance, and Parts Agreement.~~ In no case will a seniority employee be indefinitely forced into laid-off status from a facility if the facility is regularly scheduling a Supplemental Employee Monday through Friday. At the time of a reduction in force, a seniority employee who is scheduled to be ~~indefinitely~~ laid off from the facility pursuant to such a reduction may request to will displace a Supplemental Employee be retained until no Supplemental employees are scheduled Tuesday through Thursday, excluding high impact days. Seniority employees who displace Supplemental Employees shall, during the period they

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~~would otherwise be on indefinite layoff, be required to comply with the work schedule for Supplemental Employees.~~

B. A seniority employee who displaces a Supplemental Employee or who, while on such layoff is hired to work as a Supplemental Employee shall be paid at a wage rate determined in accordance with the applicable provisions of Section (114) or MOU-13 of the Production, Maintenance, and Parts Agreement. Such employee shall also be provided the level of life, accidental death and dismemberment insurance, the HSMD coverage, and Supplemental Unemployment Benefits (SUB), Jury Duty Pay, Bereavement Pay, and Short-Term Military Pay, but not FCA US LLC-UAW Pension Agreement, Supplemental Agreement (Exhibit G) in accordance with this MOU.

C. A seniority employee who displaces a Supplemental Employee will remain available for recall and work opportunity to full time openings pursuant to the PM&P provisions as if he were on indefinite layoff.

D. Seniority employees who are utilized as Supplemental Employees shall continue to accumulate seniority.

E. A seniority employee who is affected by a reduction in force and becomes a Supplemental Employee will be eligible for a scheduled vacation and paid excused absence with respect to any unused vacation/unexcused absence hours at the time of the reduction in force. Further, in computing the number of weeks of enrollment and absences for purposes of determining vacation eligibility for the succeeding year, the period of employment as a Supplemental Employee will be counted.

IV. WAGES

~~Supplemental Employees shall be paid in accordance with Attachment A of this MOU.~~
Supplemental Employees hired after the effective date of the 2023 Agreement will be paid at a rate of \$21.00 while employed as a Supplemental Employee. Existing Supplemental Employees being paid below this rate will have their pay increased to \$21.00 on the effective date of the Agreement. Supplemental Employees being paid at a rate higher than \$21.00 will maintain their current rate of pay.

V. PROBATIONARY PERIOD

~~A Supplemental Employee shall not accumulate time toward the fulfillment of the ninety (90) day probationary period while employed as a Supplemental Employee.~~ In the event a Supplemental Employee becomes a regular full-time employee he shall be considered a seniority employee under the condition he accumulated at least ninety (90) days worked as a Supplemental Employee. Such employees will be provided with a seniority date ninety (90) days prior to their conversion to a full-time, regular employee. Any converted employee with less than ninety (90) days as a Supplemental Employee will be maintained as a probationary employee through the balance of the time required to accumulate ninety (90) days pursuant to Section 45(a) and at such time will be accorded seniority.

Provided, however, that such employee shall receive credit for time "at work" (as defined in Section XIII, of this MOU) while employed as a Supplemental Employee for the purpose of fulfilling the H-S-M-D-D-V-H-D waiting period for commencement of coverage in accordance with Article 1, Section 3(D) (1) of Exhibit B or MOU-13 of the Collective Bargaining

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Agreement, Disability, the SUB plan (exhibits C and D), and vesting for Company contributions (exhibit G). The effective date of coverage will be determined based upon the employee's most recent date of hire as a Supplemental Employee immediately preceding the date regular employment commenced.

VI. DISCIPLINE AND DISCHARGE

The Company may discharge or terminate the employment of a Supplemental Employee at any time provided, however, the Union may protest in the grievance procedure the discharge or termination of a Supplemental Employee in cases of claimed discrimination on account of race, color, religion, age, national origin, status as a qualified person with a disability, including sexual harassment, sexual orientation, gender identity/expression, union activity and membership in any legally protected class.

Supplemental Employee Attendance Guideline

The following guideline is established to provide assistance to Management when addressing absenteeism of Supplemental Employees. Supplemental Employees who incur an absence or a tardy will have incurred an Attendance Occurrence. Attendance Occurrences will be subject to the following discipline on a rolling 12-month period:

Attendance Occurrence	Discipline Step
<u>Auto Progression - 1st Occurrence</u>	Verbal Warning
<u>Auto Progression - 2nd Occurrence</u>	Written Warning
<u>Auto Progression - 3rd Occurrence</u>	Written Warning
<u>Auto Progression - 4th Occurrence</u>	Written Warning
<u>5th Occurrence</u>	Written Warning
<u>6th Occurrence</u>	Discharge

A Supplemental Employee who is found to be in violation of a minor shop rule will be issued a written warning for a first and second time violation, provided the employee was hired at least ninety (90) days prior to the violation. The employee may request the presence of a Union Representative when such warning is issued.

Notwithstanding the above guideline, Management reserves the right to issue appropriate disciplinary action up to and including termination of employment. If Management makes the decision to rehire a Supplemental Employee, the employee shall return to work at the wage rate in effect at the time of termination.

VII. UNION REPRESENTATION AND DUES

A Supplemental Employee shall be entitled to Union representation including the grievance procedure in cases of alleged violation of this MOU. After ~~one year~~ 90 days of employment an employee will be entitled to Union Representation per all provisions of the FCA US LLC-UAW Production, Maintenance and Parts Agreement applicable to Supplemental Employees.

A Supplemental Employee shall be subject to the provisions of Sections (9) through (14) of the ~~2019~~ 2023 FCA US LLC-UAW Production, Maintenance, and Parts Agreement. The

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initiation fee and monthly dues regularly required of Supplemental Employees shall be as determined by the International Union, UAW. Notice of the amounts of such fee and dues shall be given to the Company in writing by the International Union, UAW.

For the purposes of Union representation, In order to help monitor and implement this MOU, the Company will maintain one (1) UAW Supplemental Employee Coordinator at each United States Assembly plant and one (1) UAW Supplemental Employee Coordinator for the Kokomo Complex to assist with the implementation of the provisions of this MOU. The appointment of this position will be made by the Local President and communicated to the Plant Manager of the facility. The position will be an International Appointed position filled in accordance with the 2023 CBA and Union Guidelines.

VIII. SUPPLEMENTAL EMPLOYEE ADVANCEMENT

Supplemental Employees will be eligible for full time openings based on their most recent date of hire.

Parties mutually agree to convert a Supplemental Employees to a Full-Time regular employee upon the completion of nine (9) months of continuous service. The nine (9) months will begin to accrue at the date of ratification of the 2023 Agreement. The Parties can agree to extend this period.

Supplemental Employees may be laid off for up to thirty (30) days and maintain continuous service including if they return to work at another location as long as they work the minimum hours required for that week to count towards continuous service.

When a Supplemental Employee experiences a break in continuous service beyond thirty (30) days due to an indefinite layoff, the accrual of the 9 month continuous service will be adjusted upon reinstatement by the number of days greater than thirty (30) the employee was inactive, as long as the employee has not been off active employment rolls longer than they worked.

The conversions will occur on the Monday following the Supplemental Employees accrual date of nine (9) months provided the continuous service requirements have been met. Time worked as a Supplemental Employee will count towards full time wage progression.

Eligible Supplemental Employees will be allowed a one-time election beginning after ratification of the 2023 Agreement to transfer to an open position in a Company facility in their Labor Market if his Corporate Service Date places him at the top of the Supplemental Employee list for the opening. If more than one eligible employee has the same Corporate Service Date, the employee's last four digits of his social security number will determine the tie-breaker with the employee with the lowest number being granted the first opportunity for the opening. If the Supplemental Employee declines a position in the Labor Market, then he will not be eligible to fill an opening at any other location and must remain at his facility until he is eligible for a full time opening. The Company will determine the availability of openings based on its operational requirements at each specific location or a TFT is converted to full-time in accordance with this MOU.

When a TFT Supplemental Employee is converted to a full time employee, ~~he~~ they will be placed on the M-13 wage scale progression consistent with his Corporate Service Date. TFTs

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will receive full SUB benefits at the completion of their probationary period as set forth in subsection V of this Agreement.

IX. PRODUCTION STANDARDS

A Supplemental Employee will not be assigned to an operation expressly for the purpose of establishing a production standard on that operation: nor will his performance be considered either in establishing a production standard or in a dispute over the production standard.

X. EXCLUSIONS

A Supplemental Employee shall not be covered by the SUB Plan (Exhibits C and D), FCA US LLC-UAW Pension Agreement, Supplemental Agreement (Exhibit G) or the Insurance Program except as provided in Sections III. B. and XIII of this MOU.

XI. WORKING HOURS AND OVERTIME

A. Supplemental Employees shall have only such rights, privileges, compensation or benefits as are expressly set forth by this MOU and the following sections of the ~~2019~~2023 FCA US LLC-UAW Production, Maintenance, and Parts Agreement: Sections (84), (85), (87)(b) and (88) through (94) - Working Hours and Letter 186.

B. Supplemental Employees shall be paid time and one-half for time worked in excess of eight (8) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift, for time worked in excess of forty (40) hours per week, and for time worked on Saturday, except when a shift starts on Friday and continues into Saturday; provided, that hours in excess of eight (8) per day or forty (40) per week on such shift will be paid at time and one-half. Double time will be paid for time worked on the calendar Sunday or calendar holidays designated in Section (95).

XII. HOLIDAY PAY/PAID AND UNPAID TIME OFF

A. Holiday Pay

i. A Supplemental Employee will be eligible for holiday pay as set forth in Section (96) of the Collective Bargaining Agreement provided:

1. The employee has actually worked at least 90 days prior to the holiday(s);

2. The employee worked the same day(s) as the holiday in ~~the week prior to the week in which the holiday(s) falls, with the exception of being on a one-week temporary layoff for the prior week only,~~ four of the last six weeks, and the employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday; and

3. ~~The employee has worked the last scheduled working day prior to and the next scheduled working day after such holiday(s) within the employee's scheduled workweek. The employee was not absent without excuse on their last scheduled day before and their next scheduled day after the Holiday in the same week as the Holiday falls.~~ In the case of the Christmas holiday period, as defined in Section (95) of the Collective Bargaining Agreement, a Supplemental Employee absent without excuse on both the last scheduled working day prior to and the next scheduled working day of the week after such Christmas holiday period shall be

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ineligible for pay for all of the holidays with in the Christmas holiday period. An otherwise eligible Supplemental Employee absent without excuse on either the last scheduled working day prior to or the next scheduled working day after a Christmas holiday period shall be eligible to receive holiday pay for all but one of the holidays for which he would otherwise be eligible in the Christmas holiday period.

ii. A seniority employee who is laid off in a reduction in force and becomes a Supplemental Employee will be entitled to holiday pay provided the employee meets the eligibility required outlined in A(2) and A(3) of this paragraph; except that, if the employee is eligible for holiday pay under Section (96) of the Collective Bargaining Agreement the eligibility rules in Subparagraph A of this paragraph shall not apply. However, should the employee qualify for Christmas holiday pay as provided in this Memorandum and Section (96), the employee will be provided the greater of the two Christmas holiday pay entitlements but not both.

iii. A probationary employee who is laid off in a reduction in force and is utilized as a Supplemental Employee will be considered for holiday pay purposes as though hired originally as a Supplemental Employee with the number of days actually worked as a full-time employee counted toward the 90 days required for holiday pay eligibility in Subparagraph A of this paragraph.

B. Paid and Unpaid Time Off

Supplemental Employees who accumulate 120 days worked, but do not exceed fifty-two (52) weeks worked, will be eligible for sixteen (16) hours of paid time off and twenty-four (24) hours of unpaid time off of work pursuant to the vacation eligibility year set forth in Section 104. Supplemental Employees who accumulate greater than fifty-two (52) weeks worked will be eligible for forty (40) hours of paid time off and twenty-four (24) hours of unpaid time off pursuant to the vacation eligibility year set forth in Section 104. Time off must be taken in eight (8) hour increments, and must be requested at least forty-eight (48) hours in advance. Any remaining balance of paid or unpaid time off will not carry over into the following year and will be paid out. This new entitlement will be based on service accumulated after the effective date of the 20192023 FCA US LLC-UAW Production, Maintenance, and Parts Agreement.

XIII. OTHER BENEFITS

A. Performance Sharing

Supplemental Employees will be eligible the benefit as described in Exhibit F.

B. Supplemental Unemployment Benefits Plan (SUB)

TFTs will be eligible for Short Work Week Supplemental Unemployment Benefits and Supplemental Unemployment Benefits while on a Temporary Layoff after ninety (90) days of employment.

C. Life and Accidental Death and Dismemberment Insurance

Supplemental Employees will be provided ~~\$3,750~~ \$15,000 life insurance and ~~\$1,875~~ \$7,500 accidental death and dismemberment insurance. The Company will pay the premiums for coverage for any month in which the employee receives pay from the Company for any time during such month. Such coverage begins on the first day of the first calendar month

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next following the month in which employment commences and ceases on the last day worked where employment is terminated.

D. Hospital-Surgical-Medical-Drug-Dental-Vision-Hearing (H-S-M-D-D-V-H)

~~Effective January 1, 2020 or as soon as practicable after that date, Supplemental Employees shall be provided H S M D coverage and will be subject to the adjustments to the FGA US LLC Health Care Benefits Program for Hourly Employees as discussed below:~~

- ~~For purposes of the Health Care Benefits Program, Supplemental Employees as defined in this Agreement will not be eligible for post-retirement health care coverage from the Company or for Company provided coverage for their survivors.~~
- ~~They will not be able to enroll Sponsored Dependents.~~
- ~~They will have their Medical Plan enrollment limited to the Preferred Provider Organization option, modified to include the cost sharing requirements shown in the table below:~~

~~Annual Deductible~~

~~In-Network~~

~~Single — \$300~~

~~Family — \$600~~

~~Out-of-Network~~

~~Single — \$1,200~~

~~Family — \$2,100~~

~~Physician Office Visit Co-Insurance~~

~~In-Network — 100% (Does not apply to the deductible or out of pocket maximum, as allowed by law)~~

~~Out-of-Network — Not Covered~~

~~Co-Insurance~~

~~In-Network — 10%~~

~~Out-of-Network — 35%~~

~~Out-of-Pocket Maximum~~

~~In-Network~~

~~Single — \$1,000~~

~~Family — \$2,000~~

~~Out-of-Network~~

~~Single — \$1,200~~

~~Family — \$2,100~~

~~They will not be provided Dental Expense, Vision Expense, Hearing Aid Expense, Contributions to a Fund (HRA), or Nursing Home Expense benefits or other benefits as provided under the Insurance Program. It is understood there will be no duplication of benefits because of coverages provided under either of the Company's Insurance Programs. The Company will pay the monthly premium for the applicable coverage for each employee while he is at work. An employee is considered "at work" in any month if he receives pay for any time during such month. Such coverage begins on the first day of the eighth calendar month next following the month in which employment commences provided the employee is actively at work. Coverage ceases at the end of the month in which employment is terminated, except that if employment is terminated solely due to the fact the employee accepted employment as a regular full-time employee.~~

Prescription Drug Coverage



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~~Prescription drug coverage will follow the provisions of Exhibit B Article III, Section 3(A)(1)(b) with the following modifications:-~~

~~Exhibit B Article III, Section 3(A)(1)(b)(i) and Exhibit B Article III, Section 3(A)(1)(b)(ii) of the Program does not apply to the Supplemental Employees. The following co-payments will apply:~~

Prescription Drugs	Retail	Mail Order
Generic	\$7.50	\$7.50
Brand	\$15.00	\$15.00

~~Specialty medications must be filled through the Pharmacy Benefit Manager (PBM) specialty pharmacies.~~

~~Exhibit B Article III, Section 3(A)(1)(b)(vi) of the Program, exclusions and limitations, is modified to include the exclusion of coverage for: a) Erectile Dysfunction prescription drugs except for the treatment of Benign Prostatic Hyperplasia.~~

~~FCA Family Health and Wellness Centers~~

~~All employees, including Supplemental Employees, will have access to service at the FCA Family Health and Wellness Center ("FHWC"). Currently, there is a FHWC located in Kokomo, with additional clinics planned to be opened in Detroit and Belvidere. The FHWC will provide certain preventative health services and screenings, chronic disease monitoring, urgent care services, as well as select prescription services.~~

~~FHWC services will be provided at no cost to employees or their eligible family members.~~

"Supplemental Employees" will be subject to the adjustments to the FCA US LLC Health Care Benefits Program for Hourly Employees as discussed in subsections 1 through 4 below.

1. They will become eligible for health care coverages under Exhibit B, The Life, Disability and Health Care Benefits Program (Group Hospital, Surgical, Medical, Drug, Dental, Vision and Hearing Aid Coverage) as provided in Article I, Section 3. D (1.) and Article III, Section 1. (A.) of the Program.

2. Effective January 1, 2024, or as soon as practicable thereafter, they will be enrolled in the Preferred Provider Organization (PPO) Plan Option as outlined in Exhibit B Article III, Section 3.B.(1). for a two (2) month period during which time they will have the option to enroll under the Standard Care Network Plan Option or a Health Maintenance Organization (HMO) (if available) or, by not making an election, remain enrolled under the PPO. Supplemental Employees will maintain their current benefits until the changes above are fully implemented.

For a Supplemental Employee who elects to enroll for coverage under the SCN or the HMO, coverage will be effective the first (1st) of the month after the month in which they enrolled for coverage under the SCN or the HMO. Employees will remain enrolled in their selected Health Care Plan for twelve (12) months. Future Plan enrollment changes will be subject to the existing Company enrollment change process.

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3. For purposes of the Health Care Benefits Program, Supplemental Employees as defined in this Agreement will not be eligible for post-retirement health care coverage from the Company or for Company-provided coverage for their survivors.

4. The opportunity for survivors to continue coverage, or Employees to continue coverage postemployment or for periods not in active service, will be limited to self-pay continuation that may be available under federal law.

XIV. EFFECT OF MEMORANDUM OF UNDERSTANDING

This MOU shall become effective concurrently with, and continue in full force and effect during the term of the Production, Maintenance, and Parts Agreement.

This MOU supersedes and in all respects replaces the 2015 Supplemental Agreement – Temporary Employees.

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

FCA US LLC

Attachment A

Supplemental Employee Rates

Supplemental Employees Hired Prior to October 29, 2007

~~Supplemental Employees Hired Prior to October 29, 2007 will receive a 3% increase to their base wage rate effective September 14, 2020 and September 19, 2022 wage rate increases as outlined in Section 109 of the National Agreement.~~

Supplemental Employees Hired on or After October 29, 2007 and Prior to October 26, 2015

~~Supplemental Employees Hired on or After October 29, 2007 shall be placed at a rate in accordance with their current rate step effective Monday following ratification in accordance with the table below; and Prior to October 26, 2015 will remain at their current wage rate until they become eligible for their next wage increase in accordance with the table below.~~

Months of Service	Supplemental Employee Rate
Up to 12 Months	\$17.00
>12 to 24 Months	\$18.00
>24 to 36 Months	\$19.50
>36 to 48 Months	\$21.00
Maximum Rate	\$22.00

Supplemental Employees Hired on or After October 26, 2015

~~Supplemental Employees Hired on or After October 26, 2015 will remain at their current wage rate until they become eligible for their next wage increase in accordance with the table below.~~

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Months of Service	Supplemental Employee Rate
Up to 12 Months	\$15.78
>12 to 24 Months	\$16.66 XXXX
>24 to 36 Months	\$17.53 XXXX
>36 to 48 Months	\$18.41 XXXX
>48 to 60 Months	\$19.28 XXXX
Maximum Rate	\$19.28 XXXX

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FOR THE UNIVERSITY OF ALABAMA

PM & P / LMA

Paid Parental Leave

September xx, 2023

(N-xx) Paid Parental Leave

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

Parental leave provides up to Eighty (80) hours of paid time off allowing parents to bond and care for the newest member of their family. Parental leave can be taken at any time within the first year after birth or adoption, providing greater flexibility during this special time.

ELIGIBILITY

To be eligible an employee must, at the time leave begins:

- (1) Have been employed (full time) for the preceding twelve (12) consecutive months; and
- (2) Have worked at least 1,250 hours for the preceding twelve (12) consecutive months; and
- (3) Have either:
 - (a) given birth to a child,
 - (b) are the biological parent of a newborn,
 - (c) adopted a child under the age of 18 (other than a spouse's child), or
 - (d) become the parent of the newborn child of a surrogate or donor; and
- (4) Use paid parental leave for childcaring and bonding purposes.

Employees who do not meet the above eligibility requirements (including foster parents, legal guardians and grandparents) are not eligible for paid parental leave.

USE OF PAID PARENTAL LEAVE FOR CHILDCARING & BONDING

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Employees who meet the above eligibility criteria, and provide the required documentation as determined by the Company, may take up to eighty (80) hours of paid parental leave for childcaring and bonding purposes in one continuous period within twelve (12) months of becoming eligible. Paid parental leave must be taken within twelve (12) months of the child's birth or adoption. The eighty (80) consecutive hours of paid parental leave must be used prior to the end of the twelve (12) month period following the child's birth or adoption and cannot be carried over beyond the twelve (12) month period. An employee can be eligible for paid parental leave only once within a rolling 12-month period.

If both parents are employed by FCA US and are eligible for paid parental leave under this agreement, they are both separately eligible for the full benefit. However, if both parents' simultaneous absences would negatively impact business operations, as determined by the Company, the Company may deny simultaneous paid parental leaves. An employee is not eligible for more than eighty (80) hours of paid parental leave for multiple births and/or adoptions, within a rolling 12-month period.

REQUEST FOR PAID PARENTAL LEAVE

Employees must provide Human Resources with written notice of any request for paid parental leave, along with the expected date of the leave, at least 30 days prior to the proposed date their leave will commence. Employees must also complete the necessary forms and provide all documentation required by Human Resources to substantiate the employee's request.

MISCELLANEOUS

If an employee is unable to use the paid parental leave within twelve (12) months of becoming eligible, the employee will not be compensated for any unused parental leave time, subject to applicable state or local laws. Upon separation from employment, employees will not be paid for any unused paid parental leave for which they would have been eligible.

COORDINATION WITH FMLA

FCA US recognizes employees' rights and responsibilities under the Family and Medical Leave Act (FMLA) and applicable state and local family leave laws. If an employee is eligible for unpaid leave under the FMLA or a similar state or local law, the employee's paid parental leave will run concurrently with any such unpaid leave. Further, if the employee is eligible for paid leave under any state or local family/parental leave law, that paid parental leave will run concurrently with any unpaid leave where consistent with applicable law. In no event will an employee be eligible for more than 100% of the benefits payable under this agreement except as provided by applicable law.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:
INTERNATIONAL UNION, UAW
By Rich Boyer

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Stellantis Production Way - UAW Joint Domain Leads

September xx, 2023

(N-xx) Stellantis Production Way - UAW Joint Domain Leads

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these negotiations, the parties held considerable discussions regarding the need to have effective leadership performance in the PillarDomain Lead positions. The UAW expressed concern in improving the effective involvement of the UAW Joint PillarDomain Leads in the implementation and sustainment of World-Class Manufacturing (WGM)the Company's operating system, known as Stellantis Production Way (SPW). The Union asserted that in some instances, management does not fully involve and provide direction to the UAW Joint Technical PillarDomain Leads in pillarDomain activities. The Company raised concerns, that at times, some UAW Joint Technical PillarDomain Leads do not demonstrate the commitment to grow their knowledge and take ownership in leading pillarDomain activities. The parties acknowledged that a key element of successful WGMSPW implementation relies on SPW Plant Leads and PillarDomain Leads to grow their knowledge and drive results in a proactive manner. The Union and Company both agreed on the need to increase the level of knowledge and involvement of the UAW Joint Technical PillarDomain Leads.

The parties agree that all individuals in Technical PillarDomain Lead roles must demonstrate a high level of pillarDomain competence and leadership skills to lead others using WGMSPW methodologies. Therefore, the UAW Leadership committed to Management that the UAW Joint Technical PillarDomain Leads will be held accountable and measured by SPW UAW Plant Leads, in a similar manner as the Management PillarDomain Leads, to learn the methodology, apply the tools and spread know how to all employees required which is necessary to drive pillarthe Key Performance Indicators (KPI)within the domain as well as in the plants through WGMSPW.

Notwithstanding the provisions of Letter (124) – World-ClassStellantis Production Way Employee Participation, the parties agreed to align existing UAW appointed representatives to the WGM-Technical PillarsSPW Domains, as follows:

Initially, in order to optimize the utilization of existing appointed representatives, ten (10) UAW appointees occupying the positions listed below will be assigned and/or reassigned additional responsibilities to work as UAW Joint Technical PillarDomain Leads. These positions are applicable to all U.S. Manufacturing plant locations; with the exception of Conner Avenue Assembly Plant, all Chrysler Technology Center (CTC) Operations and Mt. Elliott Tool & Die where SPW is planned for implementation. This guide can be used by local leadership to align the appointed positions into the pillarsDomains of best fit.

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Technical Pillar Domains	Alignment Guide
Safety Health & Safety	Health & Safety Representative
Focused Improvement Continuous Improvement Domain	UAW Joint Pillar Domain Lead (FCI)
Autonomous Maintenance Maintenance Domain	Total Maintenance System (TMS)
Workplace Organization	Ergonomics Analyst
Professional Maintenance Energy	Total Preventative Maintenance (TPM)
Quality Control (CX) - Customer Experience	LTTC (Non-Skilled)
Logistics and Customer Service (LOG) Logistics	Attendance Counselor
Early Equipment Management (L) - Launch	LTTC (Skilled)
People Development	UAW Joint Pillar Domain Lead (PD)
Environment	Health & Safety Trainer

The persons occupying the Total Maintenance System (TMS) and Total Preventative Maintenance System (TPM) positions who will be aligned to the Autonomous Maintenance and Professional Maintenance pillars Maintenance and Energy Domains respectively, will be converted from Local Appointed Representatives to International Appointed Representatives. Furthermore, the Continuous Improvement (CI) UAW Joint Domain Lead will also serve as the UAW communications lead in each manufacturing facility.

Both parties agreed that UAW Joint Domain Leads will participate in launch activities related to their Domain including attendance in Local JSOES meetings during designated Launch periods.

In addition, if a UAW Joint Technical Pillar Domain Lead opening exists after alignment of the appointed positions listed above, remaining appointed positions at the plant may be aligned to an open pillar Domain.

Once remaining appointed positions are converted to UAW Joint Technical Pillar Domain Leads, future UAW Joint Technical Pillar Domain Lead openings will be jointly filled following a robust selection process that will be reviewed by the UAW Vice President and Director of the ChryslerStellantis Department to confirm the final selection of UAW Joint Technical Pillar Domain Leads.

ManagementThe UAW International Representative SPW Lead has committed to provide the UAW Joint Pillar Domain Leads an opportunity to increase their WGMSPW knowledge and skills, by providing specific training and development plans, and The joint evaluation process will be conducted with the SPW Plant Lead.

To successfully implement and sustain the aforementioned provisions, an International UAW WGM Representative will join the WGM Central Deployment Team and also be the liaison to the Plant WGM UAW Joint Technical Pillar Domain Leads to disseminate information, including Key Performance Indicators (KPI's).

The parties held additional discussions concerning the development of UAW employees to be effective as a WGM Central Deployment Team Member.

The parties acknowledged that individuals who are capable of functioning at the Central Deployment Team level must first exhibit a strong knowledge and application of WGMSPW methodologies and application on the shop floor in various roles, including, but not limited to, Team Leader in a model or expansion area, WGMSPW Specialist and UAW Joint Pillar Domain Lead. Through a standardized evaluation process, these individuals must demonstrate engagement in WGM Domain activities that require shop floor leadership, including audit preparation, presentation skills, kaizen activity and autonomous radar chart gap closure. Potential candidates must become certified as a Central Team Specialist for their respective pillars and spend time coaching across other U.S. Manufacturing facilities. Candidates who have met this requirement will be capable of moving to the WGM Academy for the next phase of development while working as a UAW Facilitator and/or Trainer. In this role, any candidate is required to develop WGM training material, teach, coach and validate individual participant progress on projects in multiple facilities.

Candidates who have successfully completed the aforementioned development may be eligible for consideration to participate on the WGM Central Deployment Team in the following role, as outlined below:

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- UAW General Deployment Team member: consisting of Health & Safety, Continuous Improvement, Autonomous Maintenance, Workplace Organization, Professional Maintenance, Energy, Quality Control, Customer Experience, Logistics, Launch, Environment and People Development.

The UAW General Deployment Team member will be responsible to work with the General Deployment Team Pillar Domain Leads to ensure the UAW input is considered in all respective pillar Domain activities in support of the ongoing progress of WCMSPW. In this capacity the UAW General Deployment Team member will be required to cover the details related to the development, standardization, application and ongoing measurement of pillar Domain application and implementation.

Both parties recognize that the UAW Assistant Director SPW position will be aligned with the Head of Stellantis Production Way North America. It is agreed that the individuals in these positions are committed to the full-fledged partnership in Stellantis Production Way implementation including development, leadership, administration, execution, training and coaching to ensure the success of the operating system.

Very truly yours,
FCA US LLC
 By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
 By Rich Boyer

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FEDERAL COUNCIL ON LABOR-EMPLOYER RELATIONS

PM & P / LMA

(N-231) Cost-of-Living Allowance

(a) Payment of Allowance; Effect on Other Payments

All seniority employees shall be covered by the provisions of a cost-of-living allowance, as set forth in this Agreement. The cost-of-living allowance shall not be added to the base rate for any classification or any general wage increases, but only to each employee's straight-time hourly earnings.

The cost-of-living allowance shall be taken into account in computing overtime and shift/crew premiums, and in determining all contractual paid time off, call-in pay, and UAW Savings Plan 401(k) contributions.

Basis for Allowance:

The amount of the COLA shall be determined and redetermined as provided below on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers, (CPI-W, Current Series, United States City Average, All Items Less Medical Care, not seasonally adjusted). All Items (1982-84=100), published by the Bureau of Labor Statistics, U.S. Department of Labor" and referred to herein as the "Index".

In the event the appropriate Index figure is not issued before the effective date of the cost-of-living adjustment, the cost-of-living adjustment that is required will be made as soon as practicable after the receipt of the Index, retroactive to the original effective date of the adjustment.

In the event that the Index shall be revised or discontinued and in the event the Bureau of Labor Statistics, U.S. Department of Labor, does not issue information which would enable the joint parties to know what the Index would have been had it not been revised or discontinued, then the joint parties will meet, negotiate, and agree upon an appropriate substitute for the Index. Upon the failure of the parties to agree within sixty (60) days, thereafter, the issue of an appropriate substitute shall be submitted to the Impartial Chairman of the Appeal Board for determination. The Impartial Chairman's decision shall be final and binding.

(b) Amount of Allowance

For cost-of-living allowance adjustments effective during this Agreement there will be a one cent (\$0.01) adjustment in the cost-of-living allowance for each nine hundredths (0.090) change over and above the base prior quarter's Index.

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In determining the 3-Month Index for a specified period, the computed average shall be rounded to the nearest 0.001 Index point.

The quarterly adjustment will be calculated by subtracting the prior quarter's 3-month average Index from the current quarter's 3-month average Index, dividing the result by 0.090, then dividing that result by 100. The result will be rounded to the nearest penny.

In no event will a decline in the 3-Month Average Index below 289.217 provide the basis for a reduction in the wage scale by job classification.

When a quarterly adjustment results in an increase, the adjustment will be added to the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

When a quarterly adjustment results in a decrease, the adjustment will be subtracted from the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

If the Union claims that the Company's calculations in any particular instance were made not in accordance with this Agreement it may refer the matter to the Impartial Chairman of the Appeal Board for determination. The Impartial Chairman's decision shall be final and binding.

An employee's COLA payment will be provided based on the following table:

	<u>Weekly Payment Adjustment will begin First Full Pay Ending</u>	<u>Index Calculation Period</u>
1	<u>December 2023</u>	<u>August, September, October 2023*</u>
2	<u>March 2024</u>	<u>November and December 2023, and January 2024</u>
3	<u>June 2024</u>	<u>February, March and April 2024</u>
4	<u>September 2024</u>	<u>May, June and July 2024</u>
5	<u>December 2024</u>	<u>August, September and October 2024</u>
6	<u>March 2025</u>	<u>November and December 2024 and January 2025</u>
7	<u>June 2025</u>	<u>February, March and April 2025</u>
8	<u>September 2025</u>	<u>May, June and July 2025</u>
9	<u>December 2025</u>	<u>August, September and October 2025</u>
10	<u>March 2026</u>	<u>November and December 2025 and January 2026</u>
11	<u>June 2026</u>	<u>February, March and April 2026</u>
12	<u>September 2026</u>	<u>May, June and July 2026</u>
13	<u>December 2026</u>	<u>August, September and October 2026</u>
14	<u>March 2027</u>	<u>November and December 2026 and January 2027</u>
15	<u>June 2027</u>	<u>February, March and April 2027</u>
16	<u>September 2027</u>	<u>May, June and July 2027</u>
17	<u>December 2027</u>	<u>August, September and October 2027</u>

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*The first adjustment's three-month Index calculation will be based off of the prior quarter's average Index. The average Index from May, June and July 2023 is 289.128

For each quarterly adjustment to the cost-of-living allowance during the term of the Agreement the amount of increase payable to employees shall be reduced by ten cents (\$0.10) or by the amount of the increase, whichever is less. The rationale for the aforementioned reduction in cost-of-living allowance is provided for Company-incurred inflationary costs associated with healthcare. The sum of the diversions during this period will continue into perpetuity.

(c) End-of-Contract Fold-In of Cost-of-Living Allowance Into Base Hourly Rate

Effective pay ending April 30, 2028, five cents (\$0.05) will be subtracted from the March 2028 cost-of-living allowance and the remainder shall be added to the base hourly rate for each classification, including minimum and maximum rate for spread rate classifications. The five cents (\$0.05) shall remain as the beginning cost-of-living allowance float for the next Collective Bargaining Agreement.

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Mopar Consolidation Commitment Letter

September xx, 2023

Mopar Consolidation Commitment Letter

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 Negotiations, the parties discussed the Union's concern with the Company's plan to consolidate certain Mopar locations and the potential impact on the on-roll headcount for the Mopar division. In response to the Union's concern, the Company commits to no reduction in the current Mopar on-roll headcount of 2250 associated with the planned consolidation of Mopar facilities within the network. The parties understand that Mopar will continue to perform productivity activities in the normal course of business.

Very truly yours,
FCA US LLC

By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW

By: Rich Boyer

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Joint Union Company Leadership Meeting

September xx, 2023

(N-xx) Joint Union Company Leadership Meeting

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

In order to foster a greater understanding and cooperation between the Union and the Company, to enhance communication with employees concerning important topics of mutual interest and concern related to the Company's business, and to encourage the exchange of relevant business information, the parties will convene an annual meeting of the Union leadership and Company Management representatives at which the following topics, among others, may be discussed:

- Current state and outlook for the global auto industry and FCA US LLC, including the performance of the Company's facilities, potential product allocations and strategic plans.
- State of management/union relations, and initiatives or strategies for improving such relations.
- Promoting job security and organizational effectiveness, including training, best practices, and employee placement.
- Approaches to joint initiatives in the implementation of new technologies.
- Educating employees on the benefits available to them under the National Agreements.
- Joint activities conducted by the parties in the areas of health and safety, diversity, employee assistance programs, technical training, the Stellantis Production Way (SPW), and any other appropriate labor management activity.

Invitations shall be extended to the Local Union leadership including the presidents, plant shop chairperson and one (1) unit chairperson of a local union (except in the case of Local 889, Local 212, Local 1302, Local 1761 and Local 412 in which case the number of unit chairpersons in attendance shall be determined by the Senior Vice President - Employee Relations and the UAW Vice President and Director of the Stellantis

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Department), and International UAW Stellantis Department Staff, Management representatives from the plants, division and company staffs shall be invited. Additional attendees may be invited, as dictated by the items on the agenda and those attendees' roles and responsibilities in connection with such items, at the discretion of the Senior Vice President - Employee Relations and the UAW Vice President and Director of the Stellantis Department.

These annual meetings will be chaired by the Senior Vice President - Employee Relations and the UAW Vice President and Director of the Stellantis Department. The annual meeting will be held at a, date, time and location to be jointly determined by the annual Meeting Chairs. The Company will pay for the cost of any site rental/meeting and reception expenses, as well as expenses, costs, and lost time for any Local Union representatives who are invited to attend due to their roles and responsibilities in connection with the items on the agenda. However, to avoid any appearance of impropriety or any potential Section 302 violations, the International Union will pay all expenses and costs (e.g., hotels, travel, meals etc.) for all International Union representatives and staff who are invited to attend, and will reimburse the Company on a pro rata share for the rental/meeting and reception expenses attributable to these representatives' and staff members' attendance.

No funding for the annual meeting will be provided by or through the FCA-UAW Center for Employee Development.

Very truly yours,
FCA US LLC
By: Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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Return to Former Labor Market Area

September xx, 2023

(N-xx) Return to Former Labor Market Area

International Union, UAW

Attention: Mr. Rich Boyer

Dear Sirs:

During these 2023 negotiations, the Union expressed concern for employees of Belvidere Assembly Plant who were placed at another Company plant in a different Labor Market Area pursuant to the provisions of Section (64) Work Opportunity and Letter 247 Workforce Utilization and Placement. In some instances, such placement created a personal hardship to the employee and therefore, the Union requested those employees be provided an opportunity to return to work in a plant in their former Labor Market Area.

The Company agrees to allow eligible employees to make a one-time, single application request, to return to their former Labor Market Area. This election can be made at any time. Any eligible employee on an approved leave of absence will be given an opportunity to make the request provided for in this provision. The application may be revoked at any time prior to being identified for transfer. If the election is revoked, no additional applications can be made under this agreement. It will take time to set up the Kiosk/HUB to process these applications. Accordingly, the parties agreed that this option will be made available by the end of the first half of 2024. Additionally, the parties will agree on the list of employees who are eligible for this transfer.

When filling open jobs in any plant in the Illinois Labor Market Area, the Company will be handled in the following manner. Employees on the approved list with an approved application on file under this agreement, will be combined with the plants recall list of any employees on indefinite layoff and with the plants return to home list in seniority order and the plant will recall from such combined list until its needs are met or such combined list is exhausted. Once this combined list is exhausted any remaining openings will be filled according to all contractual provisions.

An employee with recall rights, accepting transfer under this provision will be eligible to receive a one-time relocation allowance benefit under Exhibit E, option #2 of the Relocation

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Allowance Plan of the National Agreement. Employees with no recall rights, accepting transfer under this provision will not be eligible for relocation allowance.

Employees who transferred to another labor market area and retained seniority rights to the Belvidere Assembly Plant are not eligible for transfer under this provision. Employees who retained seniority rights to Belvidere Assembly Plant as their home plant are eligible to return to Belvidere Assembly Plant consistent with the provisions of the Memorandum of Understanding Return to "Home" Plant (M-11).

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Closed Plant & Idle Plant Seniority Clarification

September xx, 2023

(N-xx) Closed Plant & Idle Plant Seniority Clarification

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these 2023 negotiations, the Union expressed concern for employees being converted from SBU to HBU, Skilled Trades currently working non-skilled, or Employees transferred pursuant to 67(a) that have previously held non-skilled positions and their home plant has been designated as closed or idled subsequent to this transfer. Based on extensive discussions the parties agreed to grant the employee their non-skilled seniority as listed below:

Salary Bargaining Unit (SBU) employees that are converted to the Hourly Bargaining Unit (HBU), that have previously worked non-skilled positions and their home plant has been designated as closed or idled, will receive their seniority from the closed or idled plant.

Skilled Trades employees placed in non-skilled positions, that have previously held a non-skilled position and their location is designated as a closed or idled plant, will be afforded their closed or idled plant non-skilled seniority.

Employees transferred to a location pursuant to Section 67(A), Transfer of Employees Between Plants and subsequent to this voluntary transfer, their location is designated as a closed or idled plant, will be afforded their closed plant seniority when their services are no longer required at the new plant.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

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INTERNATIONAL UNION, UAW
By Rich Boyer

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Employees From A Closed Plant In A Labor Market With No Plant

September xx, 2023

(N-xx) Employees from a Closed Plant in a Labor Market with No Plant

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the parties discuss the following procedures to address employees transferred from a closed plant in a labor market where no plant exists.

The Union expressed concern for the hardships experienced by employees who were transferred from a closed or idled plant in a Labor Market Area where the Company no longer has open plants and who were placed at another Company plant in a different Labor Market Area. The parties agreed that employees in this situation will have an opportunity to volunteer to return to a Labor Market Area of their choice.

Accordingly, employees in this situation will be provided the opportunity to make a one-time application via the kiosk/HUB to request to return to the Labor Market Area of their choice. This application can be made at any time. The application may be revoked at any time, but if revoked after the employee has been identified for transfer, no additional applications under this agreement can be made.

It will take time to set up the Kiosk/HUB to process these applications. Accordingly, the parties agreed that this option will be made available by the end of the first half of 2024. Additionally, the parties will agree on the list of employees who are eligible for this transfer.

The applications of these employees will be handled in the following manner. Employees on the approved list with an approved application on file under this agreement, will be combined with the plant's recall list of any employees on indefinite layoff and with the plant's return to home list in seniority order and the plant

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will recall from such combined list until its needs are met or such combined list is exhausted. Once this combined list is exhausted any remaining openings will be filled according to all contractual provisions.

An employee accepting transfer under this provision who transferred to another labor market area and retained seniority rights to the home labor market area will be eligible to receive a one-time relocation allowance benefit under Exhibit E, Option #2 Relocation Allowance Plan of the National PM&P Agreement. An employee accepting transfer under this agreement will be treated as if they transferred under a return to home application for all other purposes.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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PM & P / LMA

Dual Source

September xx, 2023

(N-xx) Dual Source

International Union UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the course of these negotiations, the parties have engaged in extensive discussions regarding investment in new product allocation as a source of job security for employees. To that end, the Union has sought assurances that provide sustained employment for the workforce. As part of these discussions, the Company has shared the importance of achieving targets for key Company metrics, including Transformation Cost, Unplanned Absenteeism, and Quality and the performance levels of the US Manufacturing locations in comparison to our global footprint. The Company stressed the importance of quality, not only as a necessity to provide the highest levels of customer satisfaction, but as a key component of improving transformation cost. The parties understand that in order to achieve long term success we must improve in all areas of performance.

As part of the Company's response to the Union's concerns, a significant investment has been committed for the mid-cycle action updating the Ram 1500 Light Duty DT ICE and the all-new Ram 1500 Light Duty DT BEV and REPB STLA Frame at the Sterling Heights Assembly Plant (SHAP) in 2024. The Company has been clear that while Sterling Heights Assembly will produce ICE, BEV, and REPB Ram 1500's, it may be necessary to establish a dual source within North America to produce the Ram 1500 DT ICE once the BEV vehicle is launched at the Sterling Heights Assembly Plant to supply the market with sufficient inventory to meet market demand. The Company has also committed to maintain production of the Pentastar Classic through 2024 and the Pentastar Upgrade into 2028 at Trenton Engine. Similarly, it may be necessary to maintain a dual source for these products within North America.

In response to this dual sourcing, the Union reiterated its concerns regarding job security. To address these concerns, the Company commits to the following:

- The Company will recognize SHAP as the primary plant to produce both Ram 1500 Light Duty DT ICE and BEV volume during the term of this Agreement.

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- Any reductions in volume, whether through line speed reduction or elimination of a shift will occur at the secondary location.
- The Company will recognize Trenton Engine as the primary plant to produce both the Pentastar Classic and Pentastar Upgrade volume during the term of this Agreement.
 - Any reductions in volume, whether through line speed reduction or elimination of a shift will occur at the secondary location.
- In no case will we reduce volumes at SHAP or Trenton Engine without first stopping the overflow production for their respective products at the secondary location.

The parties acknowledge that flexibility and innovative work practices are key aspects of continuous improvement to achieve performance metrics targets and job security. Consequently, the Union commits to work with the Company on initiatives that support world class quality cost and productivity at SHAP and Trenton Engine.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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PM & P / LMA

Drug and Alcohol Program for a Safe Workplace

September xx, 2023

(N-xx) Drug and Alcohol Program for a Safe Workplace

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these negotiations, the parties discussed the Health and Safety implications of drug and alcohol usage in the workplace. The parties recognize that employees who report for work under the influence of drugs or alcohol or engage in the use of drugs or alcohol while at work put both themselves and others at significant risk of harm or danger. Moreover, such conduct imposes detrimental impact on the work environment in the areas of absenteeism, employee morale, product quality, operating efficiency, and ultimately, customer satisfaction. Regardless of whether drugs or alcohol are being used for medical or recreational purposes, it remains the employee's responsibility to ensure they are not impaired at work at any time.

In order to maintain a safe working environment, the Company may require any employee involved in an on-the-job accident resulting in death, serious injury or significant property damage, to submit to an alcohol or drug test. At the time of execution of this letter, such testing will not include testing for marijuana because the parties recognize that government approved testing for impairment due to marijuana use is not yet available. Once a government approved test for marijuana impairment is made available, the parties agree to include such testing as an addendum to this letter. Employees tested under this letter will be in accordance with the Corporate Testing Policy with the exception for marijuana as set forth above. All positive drug tests will be reviewed by a licensed independent Medical Review Officer. For the purposes of this Agreement, the term "reasonable suspicion" is defined as an employee who either is in the possession of alcohol or drugs, exhibiting visible signs of impairment or uncharacteristic behavior.

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It is understood that such testing will be limited to specific situations that include accidents involving property damage that equals or exceeds \$500, results in a negative impact to production or operations, serious injuries as defined below, or when the affected employee exhibits visible signs of impairment. Nothing herein provides for the testing of employees solely on a random basis or for any reason that is not expressly allowed by this agreement.

Serious injury will be defined as involving:

- a. Fatality
- b. Eye injury (loss of eye, or loss of sight)
- c. Head trauma
- d. Crushing hazards or Fractures
- e. Loss of consciousness
- f. Blood loss that is life threatening
- g. Amputation, loss of significant function
- h. Severe laceration
- i. 3rd degree burns

In the event of a known or suspected overdose, the Company will have an FDA approved medication available for emergency treatment at locations that have available medical staff.

Employees with alcohol or drug dependency issues are able to voluntarily seek assistance through the Employee Assistance Program (EAP). However, participation by an employee in a managed recovery program does not provide any form of disciplinary immunity for any shop rules infractions and/or gross misconduct.

From a treatment perspective, early detection of substance abuse and/or intervention is critical to recovery efforts. To that end, reasonable suspicion observation training will be provided to appropriate members of management and UAW representatives following ratification of this agreement and annually thereafter. Such training is intended to educate the parties on the early signs of drug and alcohol abuse and/or dependency and the detection of impaired employees in the workplace.

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Plant Closure

September xx, 2023

(N-xx) Plant Closure

International Union, UAW

Attention: Rich Boyer

Dear Mr. Boyer:

In order to optimize the Company's current U.S. footprint to ensure our joint long-term success and viability, the Company has notified the Union of the intent to close the following facilities during the term of the 2023 National Contract:

- Belvidere Assembly Plant (Old Assembly plant facility will be closed, only if a new Assembly plant is built)
- Tipton Transmission Plant
- Mt. Elliott Tool & Die
- Maserati Headquarters
- Detroit Office Warehouse
- Chrysler Office Building
- Chrysler Technology Center/HQ
- New York PDC
- Boston PDC
- Centerline Source PDC
- Centerline Packaging
- Sherwood PDC
- Warren PDC
- Orlando PDC
- Atlanta PDC
- Marysville PDC
- Milwaukee PDC
- Chicago PDC
- Arizona Proving Grounds

To effectively address the challenges that may impact the operational efficiency leading up to plant closure, the parties will establish a joint team comprised of members of the

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International Union and Corporate Union Relations to address transitional and administrative requirements.

The parties acknowledge that the following plant closures are excluded from Letter (136) Plant Closing and Sale Moratorium as well as fulfilling the Company's obligation in accordance with Letter (137) Plant Closing.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: Rich Boyer

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Section 57 - Local Agreements

September xx, 2023

(N-xx) Section 57 - Local Agreements

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the course of these negotiations the parties had numerous discussions regarding Section fifty-seven (57) Local Agreements.

Consequently, the Company recognizes that in cases of language disputes the National language shall prevail over the Local language, except when the National language states otherwise. Furthermore, Local contract language will not change, diminish or weaken National contract language or take away rights of Union members covered by the National agreement.

Unresolved disputes will be clarified by the National UAW Stellantis Department.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Supplemental Conversions

September xx, 2023

(N-xx) Supplemental Conversions

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the course of these negotiations the parties held extensive discussions regarding the use of the Supplemental workforce and the conversion of these employees to full time positions.

Consequently, the Company has agreed to convert a number of Supplemental Employees that equal eight (8) percent of the Non-Skilled Manufacturing and Mopar workforce to full-time positions for the purpose of covering unplanned absenteeism. The total number of Supplemental Employees converted to full-time will be 1,957. The process for selection and placement of the converted employees will be agreed to by the parties. The number of converted employees allocated to individual facilities will be based upon operational need and will occur within 90 days of ratification, with canvassing to commence within thirty (30) days. The Union will be provided a location break out of the converted Supplemental Employees.

Given the work schedule transition at Toledo Assembly, the parties agree that the unplanned absentee conversion pool will be calculated following the completion of the transition to a traditional 8-hour shift pattern.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Local Arbitration Program

September xx, 2023

(N-xx) Local Arbitration Program

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations of the PM&P Agreement, the parties agreed to create a new Local Arbitration Program to allow for the local parties to expeditiously submit certain local matters to arbitration. Pursuant to the Local Arbitration Program, the local parties may submit to arbitration disputes over overtime, overtime equalization, supplemental seniority and shift preferences as set forth in their Local Agreement, and any other topic agreed to by the Vice President, UAW Stellantis Department and the Vice President Employee Relations, or their designee.

The Local Arbitration Program shall only apply to grievances filed after ratification of this agreement and shall not extend to grievances filed pursuant to the National Agreement.

The standards and guidelines for the Local Arbitration Program shall be as follows:

1. Arbitrators shall be designated by agreement between the local parties. If an agreement on designation of the arbitrator cannot be reached within seven (7) days, the local parties shall utilize FMCS to select the arbitrator. The expenses and fees of the arbitrator shall be borne equally by the Company and the Local Union. Fee schedules and cancellation charges shall be established by the local parties.

2. Grievances shall proceed in the normal course up through Steps 1, 2, and 3 as set forth in Sections (22) through (26) of the National Agreement.

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Within ten (10) days of receipt of the answer to Step 3, the Local Union shall notify the Company in writing of its intent to proceed to Local Arbitration on the grievance.

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

(a) The hearing will be informal.

(b) No briefs will be filed or transcripts made.

(c) There will be no formal rules of evidence.

(d) The case of each party will be presented by representatives previously designated by the Local Union and Plant Management. The UAW Regional Representative and the Group Human Resources Representative may participate.

(e) In the interest of narrowing the issues in dispute and to preclude the introduction of new evidence or information not previously brought to the attention of either party, the parties shall: (i) meet at least twenty-four (24) hours prior to the scheduled hearing to exchange the names of witnesses to be called, citations to be used in connection with the hearing and review the respective positions of the parties, and (ii) jointly prepare and present to the arbitrator at the beginning of the hearing a stipulation of those facts which are not in dispute.

(f) The arbitrator will assure that all necessary witnesses and pertinent facts and evidence are presented to them by the representatives of the parties. In all respects, they shall assure a fair and complete hearing.

4. The hearing shall proceed in the following order:

(a) Introductory remarks by the Company and the Union setting forth their respective positions.

(b) Presentation of testimony by witnesses, through direct and cross examination.

(c) Questions or call of witnesses by the arbitrator.

(d) Short summation by the parties.

5. The arbitrator may issue a summary decision at the hearing. However, in each case, they shall issue their decision in writing within seventy-two (72) hours after conclusion of the hearing. The arbitrator's decision shall be based on the record developed and presented by the parties at the hearing and shall include a brief explanation of the basis for

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their conclusion. The decision shall not form a precedent for any future cases. The decision shall be final and binding upon both local parties and shall not be subject to appeal.

6. The arbitrator shall have the authority that Section (29) of the National Production, Maintenance and Parts Agreement grants to the Appeal Board.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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Veterans with Service-Connected Disabilities

September xx, 2023

(N-xx) Veterans with Service-Connected Disabilities

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these negotiations, the parties held extensive discussions on the importance of recognizing and honoring the sacrifices of Veterans who have honorably served our nation. To assist those Veteran employees with service-connected disabilities or in the process of securing benefits/medical services, an absence incurred as a result of a medical appointment with the Veterans Affairs Department (VA) related to a service-connected disability shall not be an occurrence under the Attendance Procedure as long as the employee provides satisfactory evidence and notifies Management at least five (5) days in advance of the absence.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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FCA US LLC

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Nurse Licensing

September xx, 2023

(N-xx) Nurse Licensing

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

The Union discussed concerns regarding the requirement that the Nurses Staff remain current with state licensing. The Parties agree that all fees required as a condition of employment will be reimbursed.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Indefinite Layoff - FCAT

September xx, 2023

(N-xx) Indefinite Layoff - FCAT

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

Employees indefinitely laid off from the FCAT organization who desire to fill an open position outside of FCAT within their labor market shall within one (1) week of such layoff apply in writing to do so at their plant employment office. Within thirty (30) days of such layoff, such applicants shall be assigned to their new position and location, provided that the applicants possess the ability to perform the work in the open position at the time of their placement. Employees making application shall be given a copy of their application at the time they make such application.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:
INTERNATIONAL UNION, UAW

By Rich Boyer

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Veteran Job Opportunities

September xx, 2023

(N-xx) Veteran Job Opportunities

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the parties discussed their mutual desire to support our country's veterans and enhance the workforce with the skills, abilities, and experiences developed by our veterans during their service to our country. To that end, the Company agrees to continue placing a high priority on identifying qualified veteran candidates for hire into production, skilled trades, and salaried jobs within the bargaining unit.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Payroll Deductions to Obtain Company Vehicles

September xx, 2023

(N-xx) Payroll Deductions to Obtain Company Vehicles

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 negotiations, the parties discussed the feasibility of providing bargaining unit employees the convenience of payroll deduction as a means of payment for obtaining Company vehicles. The Company stated that while there is no current system to facilitate this process, the parties agreed to explore options available to employees for payroll deduction when purchasing Company vehicles within 90 days following ratification of this agreement.

Very truly yours,
FCAUS LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Employee Engagement

September xx, 2023

(N-xx) Employee Engagement

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the Union expressed its desire for the Company to engage in efforts to promote customer loyalty from employees and their friends and family members. The Company shall pursue marketing opportunities to encourage brand loyalty and increase employee ambassadorship within its local facilities. To that end, the Company and the Union shall jointly explore utilizing media outlets such as the HUB, social media, and Company websites to facilitate connecting its employees to its products and services. The parties will meet bi-annually to share information and ideas to achieve a positive employee vehicle purchasing experience including supporting MOPAR and the dealer network.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Scheduling Weekends Connected to Holidays

September xx, 2023

(N-xx) Scheduling Weekends Connected to Holidays

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these Negotiations, the parties discussed the importance of fostering an environment that is conducive to maintaining employee work life balance while concurrently fulfilling production requirements to meet customer demand. To that end, the Company shall initiate the necessary production planning measures to preemptively avoid the scheduling of mandatory Saturdays on weekends connected to a Friday or a Monday holiday as listed in Section (95) Holidays Designated. However, if Saturday work is required due to extenuating circumstances, the local parties will collaboratively work together to ensure that a qualified voluntary workforce is available to work that day.

If the parties are unable to secure a sufficient number of qualified employees to work the affected shift on a voluntary basis, plant management will schedule the shifts.

Very Truly Yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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Director, UAW National Stellantis, and three (3) individuals will be employees appointed by the Vice President of Employee Relations Stellantis.

- The Committee will meet at least annually or more frequently as circumstances dictate. Committee meetings will focus on Company preparedness for pandemic events and other public health crises that could have a substantial impact on the Company and bargaining unit employees and their families.
- Given the subject matter, it may be necessary to invite additional representatives, such as the International UAW Health and Safety Department, Corporate Director for Wellbeing, Health and Safety or other subject matter experts to allow for thoughtful discussion on the issue. Prior to such a meeting taking place, the Parties will agree on the inclusion of any additional attendees.
- Upon the declaration of a public health crisis by the Governor of a State in which the UAW represents employees of the Company, or by the President of the United States, the Committee will meet as soon as practicable to discuss items of mutual concern. Subsequent meetings will be scheduled as agreed to by Committee members. When possible, the parties agree to exchange agenda topics they wish to discuss at least forty-eight (48) hours prior to any such meeting(s).

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Safety Summit

September xx, 2023

(N-xx) Safety Summit

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 negotiations, the parties discussed the need to understand future advancements in technology and its potential impacts on safety in the workplace. The Company agreed to collaborate with the UAW Stellantis, GM, and Ford to discuss establishing a joint safety summit. Summit attendees may include representatives from the United Auto Workers (UAW) Solidarity House safety staff, Joint Health and Safety Staffs for UAW-Stellantis, UAW-GM, UAW-Ford and participants from Stellantis, GM and Ford's Corporate Safety staffs. The UAW-Stellantis National Joint Committee (NJC), UAW-GM National Joint Committee (NJC), UAW-Ford National Joint Committee on Health and Safety (NJCHS), will meet within 180 days from ratification to discuss the summit location and when each company will host such summit. During these safety summits, appropriate time will be set aside to discuss safety in the workplace, review common health and safety concerns, and collaborate on best practices. The lessons learned from these collaborations can be used by the companies to re-evaluate their programs and identify needed changes.

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Stellantis will host one local safety summit during the term of the 2023 contract provided that GM and Ford concur with this concept.

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Ben
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PM & P / LMA

2023 Mopar Commitment Letter

September xx, 2023

(N-xxA) 2023 Mopar Commitment Letter

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

Throughout the 2023 National Negotiations, the Company and the Union have had extensive discussions on ways to improve operational efficiency, customer service, and reduce overall Supply Chain costs. The Company commits to the following based on these discussions:

1. \$25M investment, including but not limited to PIVs, Batteries, Containers, Technology, Warehouse Equipment, and Facilities over the life of the Agreement.
 - a. Investment updates will be provided at the Annual Meeting.
2. Annual Mopar Meeting
 - a. An agenda will be prepared and followed at the Annual Meeting.
 - b. The local Union President and Shop Chairperson will be invited.
 - c. Two (2) SBU Representatives will be invited; one from a Source PDC and one from a Regional PDC.
 - d. Annual Meetings will be held in-person each year during this agreement, coinciding with the annual Health and Safety Conference, unless travel or budgetary restrictions require it to be held virtually.
3. The parameters established in Letter (282) – Employment Referral Guidelines, will be followed with employee seniority determining the order by which Mopar new hire referrals are processed. Each Local President and Shop Chairperson will develop and supply the seniority-based referral list to Human Resources with the referral's contact information.
4. The Union acknowledges Management's right to design, institute, and promote sales programs; the parties agreed that programs such as Will Call may

9/7/2023

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contribute to improved sales and quality. Management intends to continue operating and promoting Will Call at all PDCs where positive results dictate.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

9/17/2023
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Memorandum of Understanding
Between International Union, United Automobile, Aerospace and Agricultural Implement Workers of
America and FCA US LLC
Regarding Layoff Status for Employees in Belvidere

The Company and the Union recognize the value of retaining the current workforce in Belvidere to support the future operations planned for at, and in the vicinity of the current location. The Union has clearly articulated that while they are encouraged by the future investment in Belvidere, they also have an interest in obtaining additional income protections for the current employees assigned to that location and on Indefinite Layoff.

In support of our mutual interests, the parties have agreed to the following:

- The Company agrees to convert the existing employees assigned to the Belvidere location that are currently on Indefinite Layoff to a Temporary Layoff upon ratification of the new Agreement.
- These employees will remain on Temporary Layoff during the term of this Agreement, until such time as they are:
 - Offered a job in their labor market,
 - Returned to active status per the terms of the 2023 UAW Stellantis (FCA US LLC) Agreement,
 - Leave the Company,
- Offer Special Packages to the employees at Belvidere and at other Stellantis locations
- Work together to enable other potential employment opportunities for the current workforce in Belvidere.
- This Memorandum of Understanding – Layoff Status for Employees in Belvidere expires at the end of the new 2023 UAW Stellantis (FCA US LLC) Agreement.

For the UAW:

For the Company:

 (Signature)

 (Signature)

 (Name)

 (Name)

 (Date)

 (Date)

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Financial Services Compensation Study

PM & P / LMA

(110) Performance Bonus

~~— (a) Performance Bonus payments will be made to each eligible employee in accordance with the following table~~

Eligibility Date	Eligibility Year	Amount	Payable During the Week Ending
September 9, 2019	September 10, 2018 through September 8, 2019	4% of Qualified Earnings	December 29, 2019
September 6, 2021	September 7, 2020 through September 5, 2021	4% of Qualified Earnings	September 19, 2021

~~— An employee shall become eligible for the Performance Bonus payments provided herein, if the employee has seniority as of each designated eligibility date set forth above:~~

~~— An employee's Performance Bonus will be based on the qualified earnings during the fifty-two (52) consecutive pay periods immediately preceding the pay period in which the designated eligibility date falls:~~

~~— Qualified earnings, as used herein, are defined as income received by an eligible employee from the Company during the Performance Bonus eligibility year resulting from the following:~~

~~Hourly Base Wages*~~

~~Shift Premium*~~

~~Payment in Lieu of Vacation and Paid Absence Allowance~~

~~Holiday Pay~~

~~Seven-Day Operations Premium~~

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Bereavement Pay

Jury Duty Pay

Apprentice Pay

Call-In Pay

Short-Term Military Duty

*Including Overtime, Saturday, Sunday and Holiday Premium Payments

~~— (b) — Eligible employees are defined as follows:~~

~~— (i) — Non-skilled employees hired prior to October 29, 2007~~

~~— (ii) — Non-skilled employees hired on or after October 29, 2007 that have reached the team member maximum rate prior to the year in which the Performance Bonus is paid~~

~~— (iii) — Skilled Trades classified employees~~

~~— An employee who retires during the Performance Bonus Eligibility Year beginning September 10, 2018 or September 7, 2020 and who, but for such retirement, would have had seniority as of the designated respective eligibility date, shall qualify for the Performance Bonus based on the employee's qualified earnings during the eligibility year as defined above.~~

~~— In the case of an employee who dies during the Performance Bonus Eligibility Year beginning September 10, 2018 or September 7, 2020, a performance bonus shall become payable as if the employee were a seniority employee on the designated eligibility date, calculated based on the employee's qualified earnings during the eligibility year as defined above. Such Performance Bonus shall be paid to the employee's duly appointed legal representative, if there be one, and, if not, to the spouse, parents, children, or other relative or dependents of such person as the Company, in its discretion, may determine.~~

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FAT CHRYSLER AUTOMOBILES

PM & P / LMA

Mopar Attritional Openings

~~December 16, 2019~~

(13A) Mopar Attritional Openings

~~International Union, UAW~~

~~Attention: Mrs. Cynthia Estrada~~

~~Dear Mrs. Estrada:~~

~~During these negotiations, the Union expressed its concern regarding the replacement of attritional openings within the Mopar Parts Distribution Centers. As the parties discussed, the Company continues to focus on improving operating costs to ensure the Mopar Parts Distribution business is able to effectively compete in a retail warehousing and distribution environment with our primary competitors.~~

~~After a review of operational needs and in recognition of the Union's concerns, the Company will convert 170 supplemental employees to full time employees within ninety (90) days following ratification of the Agreement. Locations of the openings will be determined by Mopar Management and the Union will be advised.~~

~~Although it is the Company's right to manage the staffing levels and requirements based on operational needs and business conditions, the Company advised the Union that it is not typically our intent to use supplemental employees to fill regular full-time jobs that are open due to attrition, and which business needs dictate should be filled by seniority employees. As a result, based on current business conditions including scheduled productivity enhancements and overtime forecasts, the Company projects the need to fill at least two hundred and fifty (250) or more attritional openings throughout the life of the Agreement. These projected attritional openings will be filled through the conversion of supplemental employees first and then hiring of new employees as needed within the labor market. Locations of the openings will be determined by Mopar Management and the Union will be advised.~~

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

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8/30/2023
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~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By Cynthia Estrada~~

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— During the life of this Agreement, powertrain plants performing machining operations will conduct mist mapping on a biennial basis. Each map will be dated and color-coded to show ranges of representative mist levels based on NJG guidance, for each bay in each department where machining operations are performed and areas where mist may be reasonably expected to migrate. In addition, the LJHSC and Corporate Industrial Hygiene will conduct an annual review of plant mist maps, with more frequent mapping completed in areas of employee concern and/or where changes to the operation/process may impact plant mist levels. The Company agrees to provide the LJHSC and the UAW Health and Safety Trainer at affected plants, specialized training in mist mapping, including the use of existing Industrial Hygiene direct read air sampling equipment. The Plant LJHSC may accompany the Company Industrial Hygienist during the mist mapping. The NJG will be provided with the most recent mist map for each plant within 90 days of its completion. The NJG shall review such information and determine if any additional mapping is required.

— Records of laboratory testing and coolant additions will be maintained and, upon request, made available to the LJHSC. The Company will continue to implement its fluid testing and maintenance as defined in its IH-4 Bulletin. Any modifications to IH-4 will be reviewed, in advance of issuance, to the Union at a NJG meeting. In order to assure the quality of these records, they will be included in the S-58 audit. Furthermore, at machining plants, metalworking fluid maintenance will be added to the agenda of one WIRBM, per month. At that meeting, any available data regarding mapping and air sampling results may be discussed. The parties also may review their performance on the ventilation system preventive maintenance program. Finally, the metalworking fluid maintenance audit module will continue to be part of the NTC audit.

— A subset of the NTC Audit Team consisting of one (1) Management and one (1) Union auditor will be trained to conduct a performance review of ventilation equipment. During the life of this Agreement, this team will perform two (2) unannounced spot checks of the KTP ventilation systems to confirm compliance with preventive maintenance requirements. The team will be trained, utilizing supplier(s) of air handling equipment for the Company, in the process and procedure required to conduct such an assessment.

— Periodic joint industrial hygiene visits will continue to be conducted by the Company and UAW Industrial Hygiene staffs at all powertrain plants performing machining operations with metal working fluids. Reports of these visits, along with their findings, shall be reported annually to the NJG.

Very truly yours;
FGA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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JLF 9-5-23

M.T.



P M & P / LMA

Metal Working Fluids

RELEVANT LANGUAGE moved to M-3(X)

October 22, 2015

(199) Metal Working Fluids

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

~~During these negotiations, the parties discussed at length the exposure levels of metal working fluids within the Company's facilities. The parties recognize that the Company has made great strides in the past few years in improving our plants' environments. Our new facilities have been engineered with significant attention to employee health and safety, resulting in metal working fluid levels well below 1.0 mg/M3. Moreover, as new equipment has been placed in existing facilities, similar results have been achieved. Likewise, in existing facilities, a variety of means and efforts associated with current systems have resulted in impressive improvements over pre-existing conditions. These efforts and new tooling (installed and projected) at existing facilities have dramatically reduced overall Company mist levels. In fact, in those locations with new installations, we believe the overall environmental average for the area or plant is at or below 0.5 mg/M3.~~

~~The Company advised the Union of our intent to continue similar efforts throughout the life of the current Agreement. To that end, we will endeavor to engineer and design new equipment to attain a level of 0.5 mg/M3 time weighted average (TWA) for initial production start-up. Furthermore, efforts will be made to attain this level after start-up. Moreover, the Company agreed that, for its existing equipment, it will strive to control mist levels at a Company exposure guideline of 1.0 mg/M3 or less.~~

~~Medical surveillance (consisting of a standardized respiratory symptoms questionnaire) for respiratory effects of metal working fluids will be offered to employees who regularly work in operations with metal working fluids. The questionnaire will be made available to workers on an annual basis and/or when they visit the medical department. The status of the medical surveillance participation will be documented at a Weekly Incident Review Board Meeting (WIRBM).~~

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FIAT CHRYSLER AUTOMOBILES

P M & P / LMA

Promotional Opportunity for Wage Groups

December 16, 2019

(270) Promotional Opportunity for Wage Groups

International Union, UAW

Attention: Mrs. Cynthia Estrada


Dear Mrs. Estrada:

~~During the 2019 negotiations, the parties discussed at length the importance of a career path with advancement opportunities for non-skilled employees in conjunction with the establishment of wage groups. The career path will provide opportunities for non-skilled seniority employees to transfer to higher wage groups and for Supplemental Employees to become full-time employees within their current Labor Market Area. Out of Labor Market requests for transfer will follow the process as outlined below, and are not eligible for relocation.~~

~~The parties will establish an application process for non-skilled seniority employees to express their interest in transferring to a higher wage group. Non-skilled seniority employees who have been a seniority employee in their current location for at least one (1) year may make an application to be considered for advancement opportunity. This process is not for an employee to request transfer to a different location within the same wage group.~~

~~Supplemental Employees who wish to become a full-time employee may be afforded the opportunity to transfer to full-time openings in accordance with the Memorandum of Understanding Supplemental Employees. Indefinitely laid-off seniority employees will be placed first to available openings in the Labor Market Area. Absent indefinitely laid-off seniority employees or others with contractual entitlements, such as Return to Home or closed plant, the career path is as outlined below.~~

~~Manufacturing locations with full-time openings will be staffed in the following order: (after contractual provisions have been applied)~~

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- ~~—a) — Parts Distribution Center & Axle operations full-time seniority employees~~
- ~~— b) — Supplemental Employees in the Labor Market Area~~

~~Parts Distribution Center & Axle locations with full-time openings will be staffed in the following order: (after contractual provisions have been applied)~~

- ~~—a) — Supplemental Employees in the Labor Market Area~~

~~Seniority employees transferring pursuant to these provisions shall rank for seniority based on the seniority date held at the former plant except employees governed by Letter 150-Kenosha Engine/ Milwaukee Parts Depot/ Toledo Assembly Chrysler Agreement will be assigned a seniority date as outlined in the aforementioned letter. Employees will be placed on available work and will not be eligible to alter the vacation schedules in effect at the time of their transfer to the new location.~~

~~It is recognized that the plant from which an employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no transferring employee will be released until a fully trained replacement is available. Consistent with these principles, it is recognized that the rate at which employees are released from their current location may vary due to the types of jobs held, the availability of replacement personnel, product or new model launch, releasing plants staffing requirements, etc. Where circumstances permit it is expected that the transfer will be completed within thirty (30) days.~~

~~Problems relating to the implementation and administration of the above provisions may be raised by either party, and resolved by mutual agreement with the International Union, UAW and Corporate Union Relations.~~

~~_____ Very truly yours,
_____ FCA US LIG
_____ By: Glenn Shagena~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By: Cynthia Estrada~~

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FCA US LLC

PM & P / LMA

Wage Rate Understanding for Certain Employees Covered Under M-13 Memorandum of Understanding

December 16, 2019

~~(274) Wage Rate Understanding for Certain Employees Covered Under M-13 Memorandum of Understanding - UAW-FCA US LLC Non-Skilled Employees Hired or Rehired on or after October 29, 2007 and Skilled Trade Employees Hired or Rehired on or after October 12, 2011 and Dundee Engine Non-Skilled and Skilled Trade Employees Hired on or after October 12, 2011~~

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

~~During the course of these negotiations, the Company acknowledged the potential pay rate discrepancy regarding certain wage rates for employees covered under M-13 Section 1.a.i. In order to ensure that lower seniority employee wage rates do not exceed the wage rates of higher seniority employees, the following understanding was reached. Employees who are currently at a rate of \$21.00, \$22.50 or \$24.00 prior to the effective date of the 2019 Collective Bargaining Agreement will be placed at the new established wage rate for that progression step as of the effective date of the 2019 UAW-FCA US LLC Agreement as provided in the table below:~~

Rate Prior to Effective Date of 2019 GBA	Rate Effective 2019 GBA
\$21.00	\$23.00
\$22.50	\$24.00
\$24.00	\$25.00

~~Very Truly Yours;
FCA US LLC
By Glenn Shagena~~

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Cynthia Estrada

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BW Eo
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gm JB



PM & P / LMA

Performance Award

December 16, 2019

(275) Performance Award

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

During the current negotiations, the parties agreed to provide a Performance Award payment to each eligible employee represented by the Union in accordance with the following table:

Eligibility Date	Amount	Payable During Week Ending
May 15, 2020	\$500	June 14, 2020
May 15, 2021	\$500	June 13, 2021
May 15, 2022	\$500	June 12, 2022
May 15, 2023	\$500	June 11, 2023

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

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

In addition, should the International Union, UAW-FCA Department raise any question of equity in application regarding specific employees, the Company agrees to meet on cases in order to review the facts:

Very Truly Yours;
FCA US LLC
By: Glenn Shagena

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[Signature]

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

10/28/23
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P M & P / LMA

Incentive Program for Retirement - Milwaukee PDC and Mt. Elliott

December 16, 2019

(284) Incentive Program for Retirement -
Milwaukee PDC and Mt. Elliott Tool & Die

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

— The parties had numerous discussions during 2019 bargaining relative to the desire of long service hourly employees to be considered for an Incentive Program for Retirement (IPR). The parties agree that it is mutually beneficial to offer an Incentive Program for Retirement (IPR) to the hourly non-skilled and select skilled trades classification employees at Milwaukee PDC and the remaining skilled trades employees currently assigned to or on layoff at Mt. Elliott Tool & Die.

— An Incentive Program for Retirement (IPR) cash lump sum of \$60,000 will be offered to those hired prior to October 29, 2007 who are eligible to retire at employee option as of December 31, 2019. Those retirement eligible employees must be on active payroll, on a disability leave of absence and receiving Sickness and Accident Benefits, or layoff at the time of the offering. The IPR offering will commence in the 1st Quarter of 2020. The number of acceptances granted will depend upon operating requirements. Both acceptances and retirement dates will be determined solely by the Company after discussion with the Union. It is recognized and agreed that it is of paramount importance to maintain operational efficiency and quality in the execution of these offerings.

— Issues relating to the planning, implementation and administration of this understanding will be promptly addressed by the national parties.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

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Ford Credit Administration

PM & P / LMA

Special Programs and Placement Opportunity - Belvidere Assembly Plant

December 16, 2019

(285) Special Programs and Placement Opportunity—
Belvidere Assembly Plant

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

—The parties had numerous discussions during 2019 bargaining relative to the current laid-off employees at the Belvidere Assembly Plant. The parties agree that it is mutually beneficial to offer an Incentive Program for Retirement (IPR) and a Voluntary Termination of Employment Program (VTEP) to hourly non-skilled seniority employees assigned to the Belvidere Assembly Plant to address and reduce the number of employees on layoff. The following programs will be offered:

- Incentive Program for Retirement (IPR)—A cash lump sum of \$60,000 will be offered to Belvidere hourly non-skilled seniority employees who were hired prior to October 29, 2007 who are eligible to retire at employee option as of December 31, 2019. Those retirement eligible employees must be on active payroll, on a disability leave of absence and receiving Sickness and Accident Benefits, or layoff at the time of the offering.
- Voluntary Termination of Employment Program (VTEP)—A cash lump sum payment based on years of seniority in accordance with the Special program #1 of Attachment A of the Memorandum of Understanding Sourcing and Job Security (M-1) will be offered to eligible Belvidere hourly non-skilled seniority employees who are on active payroll or layoff at the time of the offering.

—Additionally, employees who remain on indefinite layoff will be afforded placement opportunities pursuant to Letter 247—Placement and Workforce Utilization. Employees who are a non-volunteer and are job offered to an Out of Labor Market Area will be provided the relocation allowance options including the Modified Enhanced Relocation as provided in Exhibit E—Relocation Allowance Plan of the 2015 Agreement.

Handwritten notes and signatures: RB, JM, Ben, JWF, and other initials.

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Handwritten notes: DC 8/22/21, DMG 8/22/23

— These offerings will commence in the 1st Quarter of 2020. The number of acceptances granted will depend upon operating requirements. Both acceptances and retirement/separation dates will be determined solely by the Company after discussion with the Union. It is recognized and agreed that it is of paramount importance to maintain operational efficiency and quality in the execution of these offerings.

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— Issues relating to the planning, implementation and administration of this understanding will be promptly addressed by the national parties.

Very truly yours,
FGA US LLC
By: Glenn Shagena

DMG
8/22/17

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

8/25/17

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PM & P / LMA

Mack Engine I - Plant Closing

December 16, 2019

(286) Mack Engine I - Plant Closing

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

— The parties had numerous discussions during 2019 bargaining relative to the transformation of the Mack Engine I and the former Mack Engine II Plants to the Detroit 2 Assembly Plant. The union expressed concern relative to the seniority of former Mack Engine I employees who are currently working in other FCA locations. Pursuant to PM&P Section (64) - Work Opportunity, in effect at the time of their placement, many of these individuals were placed with date of entry seniority.

— As a result of our discussions, the parties have agreed to declare the Mack Engine I Plant as a closed plant for the purposes of granting seniority pursuant to M-4 Memorandum of Understanding on Plant Closings.

— The parties will meet as soon as practicable after ratification to identify these individuals and direct the current locations accordingly. Any issues raised relative to this understanding or implementation will be referred to the National Parties for disposition.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

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PM & P / LMA

Hourly Special Programs

December 16, 2019

~~(287) Hourly Special Programs~~

~~International Union, UAW~~

~~Attention: Mrs. Cynthia Estrada~~

~~Dear Mrs. Estrada:~~

~~— The parties have had numerous discussions relative to the desire of long service hourly employees to be considered for an Incentive Program for Retirement (IPR). The parties agree that it may be mutually beneficial to develop such a special program for certain targeted locations provided, however, that operations are protected and fully qualified replacements can be identified, hired, transferred, and trained if necessary. The parties will discuss the feasibility of such offerings in the first and third year of the Agreement.~~

~~— An Incentive Program for Retirement (IPR) cash lump sum of \$25K will be offered to those hired prior to October 29, 2007 who are eligible to retire at employee option at the time of any offering at the location(s) selected and identified group(s). The number of acceptances granted will depend upon operating requirements and the Company's ability to identify, hire, transfer, and/or train individuals in the respective labor markets. Both acceptances and retirement dates will be determined solely by the Company after discussion with the Union. It is recognized and agreed that it is of paramount importance to maintain operational efficiency and quality in discussing any such offerings.~~

~~— Issues relating to the planning, implementation and administration of this understanding will be promptly addressed by the national parties.~~

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

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FIRST STRATEGY CORPORATION

PM & P / LMA

Clarification of Section 53 (b)

~~December 16, 2019~~

~~(292) Clarification of Section 53 (b)~~

~~International Union, UAW~~

~~Attention: Mrs. Cynthia Estrada~~

~~Dear Mrs. Estrada:~~

~~During the course of these negotiations the parties discussed and clarified the provisions of Exhibit B, The Life, Disability and Health Care Benefits Program specifically letter (B-7) Disability Evaluation Program (DEP), and the Production, Maintenance and Parts Agreement, Section 53.~~

~~This will confirm our understanding that the examination conducted under letter (B-7) Disability Evaluation Program is final and binding on all the parties for disability benefits.~~

~~It is further agreed the employee may request an independent exam pursuant to Section 53 (b) after being found "Able" or "Able with Restrictions" on the DEP exam. This exam will be final and binding for seniority purposes.~~

~~Very truly yours,
FCA US LLC
By: Glenn Shagena~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By: Cynthia Estrada~~

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FCA
FINANCIAL SERVICES

P M & P / LMA

Skilled Trades - Alternative Work Schedules

December 16, 2019

—(310) Skilled Trades Alternative Work Schedules

International Union, UAW

Attention: Mrs. Gynthia Estrada

Dear Mrs. Estrada:

During 2019 Negotiations, the parties discussed the importance of Skilled Trades alternative work schedules (AWS) to meet changing customer demand, maximize the utilization of our facilities, and ensure we have the flexibility to respond quickly to market fluctuations:

—Alternative work schedules allow the Company to increase competitiveness, provide greater job security for our employees, improve work-life balance and efficiently utilize assets:

—The parties also recognize that alternative work schedules must be flexible enough to provide local parties the ability to implement a schedule that meets the requirements of the business, while supporting the unique operating conditions, and workforce makeup, at their facility. Consequently, there are key principles that will govern the future establishment and use of Skilled Trades alternative work schedules. These principles are as follows:

- The provisions of a Skilled Trades alternative work schedule may differ from the provisions of the National Production, Maintenance and Parts Agreement
- The parties acknowledge Skilled Trades alternative work schedules are complex. It is important all Skilled Trades employees understand the schedule they may be assigned, including all provisions associated with the schedule. Shift and crew selection will be based on seniority and fixed in accordance with Section 55 of the Production, Maintenance and Parts agreement.
- The information must be clear, concise, and accessible.

Appendix

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Article 1:

~~I. Effective Date~~

~~This agreement shall take effect upon ratification of the 2019 UAW-FGA LIG National Agreement effective December 16, 2019.~~

~~II. Applicability~~

~~The terms of this agreement apply to all Skilled Trades employees at all FGA US LIG facilities covered by the National Agreement. The Appendix does not establish or govern wage rates, wage rate increases, overtime equalization, compensable codes, benefits, shift premiums, or vacation eligibility. These matters are established in the respective sections of the National Agreement.~~

~~III. Right to Establish~~

~~When considering a Skilled Trades Alternative Work Schedule (AWS) contained in this Appendix, local management will notify and discuss the business rationale for the change with the Local UAW President and the Skilled Trades Committeeperson. If Local parties reach an agreement, the Company, Local UAW President and Skilled Trades Committeeperson will identify two alternative work patterns from this Appendix that will satisfy that location's needs. The Local UAW Skilled Trades members shall then decide which of these two alternative work options they prefer, based on a vote of the trades within the aforementioned fourteen (14) day period. In the event of a tie, the local management and local shop committee shall determine the choice. If the local parties can not reach agreement, the matter will be escalated to the UAW Vice President and Director of the UAW-FGA Department, and the Vice President of Employee Relations Department for resolution.~~

~~In order to address alternative work patterns not covered in this Appendix, the Local Parties may develop alternative work schedules that are different, in order to address their unique operating issues. Local parties do not have the authority to negotiate compensation or pay rules. Prior to implementation of such a unique alternative work schedule not contained in this Appendix, approval in writing is required from the International UAW-FGA Department and FGA US LIG Corporate Employee Relations Department.~~

~~To accommodate the implementation of a Skilled Trades Alternative Work Schedule, the parties agree to the application, or waiver of, certain provisions of the National Production, Maintenance and Parts Agreements. Other than what is set forth in this letter, any such change, waiver or amendment to the National Agreements must be developed and authorized by FGA Employee Relations and the International UAW FGA Department. It is further understood that in implementing an Alternative Work Schedule, the Company does not prejudice its right to schedule and determine working hours pursuant to Section (2) of the National Production, Maintenance and Parts Agreement, or its right to determine, assign and schedule manpower to work a regular five (5) day, eight (8) hour, schedule with daily overtime and weekend work.~~

~~In the event business conditions change which might drive a determination to change operating patterns, the Local Parties shall meet to review the facts surrounding the need to modify the workforce schedule.~~

Article 2:

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~~— I. — Four Crew, Two Shift Agreement — Two On Two Off~~

~~— Schedule~~

~~The AWS shall consist of two (2) twelve (12) hour shifts seven (7) days a week, using four (4) crews of Skilled Trades employees, with each crew working a combination of either four (4) days or three (3) days per week. Two (2) crews (A and C) are assigned day shift, while the other two (2) crews (B and D) are assigned night shifts. On any given day, one (1) crew is on the day shift, one (1) crew is on the night shift, and two crews are not scheduled. The schedule runs on a four (4) week cycle.~~

~~Article 3:~~

~~— I. — Four Crew, Two Shift Agreement — 2 Off, 3 Off Alternating Pattern~~

~~— Schedule~~

~~The AWS shall consist of two (2) twelve (12) hour shifts seven (7) days a week, using four (4) crews of Skilled Trades employees, with each crew working two (2) consecutive days, followed by two (2) days off, then works three (3) consecutive days, followed by two (2) days off, followed by two (2) days on and three (3) days off. Two (2) crews (A and C) are assigned day shift, while the other two (2) crews (B and D) are assigned night shifts. On any given day, one (1) crew is on the day shift, one (1) crew is on the night shift, and two crews are not scheduled. The schedule runs on a two (2) week cycle.~~

~~Article 4:~~

~~— I. — Four Crew, Two Shift Agreement — Four (4) On Four (4) Off~~

~~— Schedule~~

~~The AWS shall consist of two (2) twelve (12) hour shifts seven (7) days a week, using four (4) crews of Skilled Trades employees, with each crew working a combination of four (4) days or three (3) days per week. Each crew works four (4) consecutive days, followed by four (4) consecutive days off. Two (2) crews (A and C) are assigned day shift, while the other two (2) crews (B and D) are assigned night shifts. On any given day, one (1) crew is on the day shift, one (1) crew is on the night shift, and two crews are not scheduled. The schedule runs on a eight (8) week cycle.~~

~~Article 5:~~

~~— I. — Four Crew, Two Shift Agreement — Seven (7) On Seven (7) Off~~

~~— Schedule~~

~~The AWS shall consist of two (2) twelve (12) hour shifts seven (7) days a week, using four (4) crews of Skilled Trades employees, with each crew working a combination of four (4) days and three (3) days per week. Each crew works seven (7) consecutive days, followed by seven (7) consecutive days off. Two (2) crews (A and C) are assigned day shift, while the other two (2) crews (B and D) are assigned night shifts. On any given day, one (1) crew is on the day shift, one (1) crew is on the night shift, and two crews are not scheduled on. The schedule runs on a two (2) week cycle.~~

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IV. Pay Practices

~~i. Overtime Premiums~~

- ~~• Time and one-half for all hours worked in excess of forty (40) hours in a pay period~~
- ~~• Double time for all hours worked on Sunday~~

~~ii. Holiday Pay~~

- ~~• Employees who are regularly scheduled on a holiday will be paid twelve (12) hours at their regular straight-time hourly rate including their shift premium but excluding overtime premium for each holiday falling on a day when they otherwise would have been scheduled to work.~~
- ~~• On a holiday when they would not otherwise be scheduled to work, such employees will be paid eight (8) hours at their regular straight-time hourly rate.~~
- ~~• All hours worked on a holiday that falls on a regular day of work will be paid at double time. In addition, up to twelve (12) straight time hours of holiday pay may be paid if eligible.~~
- ~~• Holiday hours are midnight to midnight.~~
- ~~• Holiday pay for the full week of the holidays between Christmas and New Year's will not exceed 40 straight-time hours of pay.~~

~~iii. Bereavement Pay~~

- ~~• When an employee is eligible for bereavement pay, the employee will receive bereavement pay of up to twelve (12) straight time hours, for each regularly scheduled workday up to three (3) days for a qualifying immediate family member, or up to five (5) consecutive regularly scheduled days of work within a seven (7) day calendar day period, not to exceed forty (40) hours of pay for death of a current spouse, parent, child, stepchild, or in the case of multiple deaths of members of the employee's immediate family.~~

~~iv. Jury Duty and Short-Term Military Leave~~

- ~~• Jury duty pay and short-term military pay will be compensated on the basis of the amount of straight time wages the employee otherwise would have earned, up to twelve (12) hours per day and up to forty (40) a week less the amount of earnings received from the court, government, or military for that same period.~~

~~v. Vacation, Paid Absence Allowance (PAA)~~

- ~~• Paid absence allowance (PAA) will be paid based on the employee's scheduled workday (12) hours, and shall not include any overtime.~~
- ~~• When an employee takes a full week of vacation, the employee will be paid, and charged, forty (40) hours of vacation (at straight time rates) regardless of the employee's work schedule that week.~~
- ~~• If an employee takes a single day of vacation (or multiple single days of vacation in a week), the employee will be paid, and charged, twelve (12) hours of vacation (at straight time rates) for each such single day vacation.~~
- ~~• PAA will be paid out in increments of either four (4), eight (8), or twelve (12) straight time hours.~~
- ~~• The AWS schedule shall not result in any additional vacation or PAA hours above the employees normal contractual amount.~~
- ~~• Vacation eligibility per the National Agreement.~~

Done 10/27/23
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~~vi. Benefits Payments~~

- ~~Per National Agreement. Neither party to be advantaged or disadvantaged.~~

~~vii. Shift Premium~~

- ~~Applicable premium per National Agreement.~~

~~viii. Pay Practice Exclusion~~

- ~~Notwithstanding the terms of the 2019 PMP Agreement, or any other practice, no other pay practice contained in sections 88, 89 and 101 shall be applicable to any of the AWS patterns set forth in the letter.~~

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

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW
By Gynthia Estrada~~

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FCA US LLC

P M & P / LMA

Alternative Work Patterns

December 16, 2019

(312) Alternative Work Patterns

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

We discussed the various work patterns the Company utilizes and their need to support Company business plans and market demand. We discussed the various patterns that we currently utilize and the conditions which drive their need and/or variability at each facility.

Please be advised that we have decided to change our plan of record for Jefferson North Assembly and for Detroit 2 Assembly. The plan of record will now provide for those two (2) facilities to launch their new models utilizing a traditional three (3) shift eight (8) hour operation. As with all plans of record, they are subject to change if business conditions dictate. We would certainly discuss those issues with the Union should that occur.

We also agreed, within six (6) months following ratification of the 2019 Agreement, to a joint review of alternative work patterns for those and other facilities throughout the Company. The Vice President UAW-FCA and the Vice President Employee Relations for FCA US LLC will determine the composition of the review team. The review team will report its conclusions and recommendations to the International Union and Corporate Employee Relations.

Very truly yours,
FCA US LLC

By Glenn Shagena

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Accepted and Approved

INTERNATIONAL UNION, UAW
By Cynthia Estrada

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Mt. Elliott Tool & Die

December 16, 2019

(313) Mt. Elliott Tool & Die

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

During our talks relative to the 2019 Collective Bargaining Agreements, the subject of Mt. Elliott Tool and Die was discussed along with our intentions going forward during the life of the Agreement.

We advised you that we have no current plans to sell or dispose of the facility at the present time. Moreover, there are ongoing studies developing alternative repurposing of the plant. As these studies become more definitive, the outcomes will be discussed with the Union.

We also informed you that it is our intent to relocate stamping presses and a mill, along with related stamping equipment to our existing stamping facilities.

Very truly yours,
FCA US LLC

By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Cynthia Estrada

10-30-23

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FCA FINANCIAL SERVICES

PM & P / LMA

Letter of Understanding Tuition Assistance Plan and Scholarship for Dependent Children Administration

September xx, 2019

PM&P and O&G&E
Letter of Understanding Tuition Assistance Plan and
Scholarship Program for Dependent Children Administration

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

The parties agree that the functions described in the Tuition Assistance Plan letters (Letter #106 (PM&P) and Letter #60 (OC&E)) and the UAW-Chrysler Scholarship Program for Dependent Children letters (Letter #194 (PM&P) and Letter #160 (OC&E)) shall continue as provided in the Memorandum of Understanding on FCA-UAW Center for Employee Development (N-xx) and the Memorandum of Understanding on FCA-UAW Center for Employee Development—Exhibit A (N-xx); however, the administration of both Programs shall be handled by the Company. As further described in both the Memorandum of Understandings, the above-cited letters will be conformed to reflect this agreement:

Very truly yours,
FCA US LLC

By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Cynthia Estrada

Handwritten notes and signatures: "10-29-23", "JNF", "B.W.", "RC", "E", "W", "E", "294", "C/O 10/28/23", "cd/28/23".



P M & P / LMA

World Class Manufacturing - UAW Joint Technical Pillar Leads

October 22, 2016

PM&P
UNPUBLISHED LETTER
World Class Manufacturing — UAW Joint Technical Pillar Leads
UP-116

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties held considerable discussions regarding the need to have effective leadership performance in the Pillar Lead positions. The UAW expressed concern in improving the effective involvement of the UAW Joint Pillar Leads in the implementation and sustainment of World Class Manufacturing (WCM). The Union asserted that in some instances, management does not fully involve and provide direction to the UAW Joint Technical Pillar Leads in pillar activities. The Company raised concerns, that at times, some UAW Joint Technical Pillar Leads do not demonstrate the commitment to grow their knowledge and take ownership in leading pillar activities. The parties acknowledged that a key element of successful WCM implementation relies on Pillar Leads to grow their knowledge and drive results in a proactive manner. The Union and Company both agreed on the need to increase the level of knowledge and involvement of the UAW Joint Technical Pillar Leads.

The parties agree that all individuals in Technical Pillar Lead roles must demonstrate a high level of pillar competence and leadership skills to lead others using WCM methodologies. Therefore, the UAW Leadership committed to Management that the UAW Joint Technical Pillar Leads will be held accountable and measured, in a similar manner as the Management Pillar Leads, to learn the methodology, apply the tools and spread know how to all employees required which is necessary to drive pillar Key Performance Indicator (KPI) results in WCM.

Notwithstanding the provisions of Letter (124) — World Class Employee Participation, the parties agreed to align existing UAW appointed representatives to the WCM Technical Pillars, as follows:

Initially, in order to optimize the utilization of existing appointed representatives, ten (10) UAW appointees occupying the positions listed below will be assigned and/or reassigned additional responsibilities to work as UAW Joint Technical Pillar Leads. These positions are applicable to all U.S. Manufacturing plant locations, with the exception of Genner Avenue Assembly Plant, all Chrysler Technology Center (CTC) Operations and Mt. Elliott Tool & Die. This guide can be used by local leadership to align the appointed positions into the pillars of best fit:

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Technical Pillar	Alignment Guide
Safety	Health & Safety Representative
Focused Improvement	UAW Joint Pillar Lead (FI)
Autonomous Maintenance	Total Maintenance System (TMS)
Workplace Organization	Ergonomics Analyst
Professional Maintenance	Total Preventative Maintenance (TPM)
Quality Control	LTTG (Non-Skilled)
Logistics and Customer Service	Attendance Counselor
Early Equipment Management	LTTG (Skilled)
People Development	UAW Joint Pillar Lead (PD)
Environment	Health & Safety Trainer

— The persons occupying the Total Maintenance System (TMS) and Total Preventative Maintenance System (TPM) positions who will be aligned to the Autonomous Maintenance and Professional Maintenance pillars respectively, will be converted from Local Appointed Representatives to International Appointed Representatives.

— In addition, if a UAW Joint Technical Pillar Lead opening exists after alignment of the appointed positions listed above, remaining appointed positions at the plant may be aligned to an open pillar.

— Once remaining appointed positions are converted to UAW Joint Technical Pillar Lead, future UAW Joint Technical Pillar Lead openings will be jointly filled following a robust selection process that will be reviewed by the UAW Vice President and Director of the Chrysler Department to confirm the final selection of UAW Joint Technical Pillar Leads.

— Management has committed to provide the UAW Joint Pillar Leads an opportunity to increase their WGM knowledge and skills, by providing specific training, a development plan and joint evaluation process.

— To successfully implement and sustain the aforementioned provisions, an International UAW WGM Representative will join the WGM Central Team and also be the liaison to the Plant WGM UAW Joint Technical Pillar Leads to disseminate information, including Key Performance Indicators (KPI's).

— The parties held additional discussions concerning the development of UAW employees to be effective as a WGM Central Team Member.

— The parties acknowledged that individuals who are capable of functioning at the Central Team level must first exhibit a strong knowledge and application of WGM on the shop floor in various roles, including, but not limited to, Team Leader in a model or expansion area, WGM Specialist and UAW Joint Pillar Lead. Through a standardized evaluation process, these individuals must demonstrate engagement in WGM activities that require shop floor leadership, including audit preparation, presentation skills, kaizen activity and autonomous radar chart gap closure. Potential candidates must become certified as a Central Team Specialist for their respective pillars and spend time coaching across other U.S. Manufacturing facilities. Candidates who have met this requirement will be capable of moving to the WGM Academy for the next phase of development while working as a UAW Facilitator and/or Trainer. In this role, any candidate is required to develop WGM training material, teach, coach and validate individual participant progress on projects in multiple facilities.

— Candidates who have successfully completed the aforementioned development may be eligible for consideration to participate on the WGM Central Team in the following role, as outlined below:

- UAW Central Team member: consisting of Safety, Autonomous Maintenance, Workplace Organization, Professional Maintenance, Quality Control and People Development.

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~~— The UAW Central Team member will be responsible to work with the Central Team Pillar Leads to ensure the UAW input is considered in all respective pillar activities in support of the ongoing progress of WGM. In this capacity the UAW Central Team member will be required to cover the details related to the development, standardization, application and ongoing measurement of pillar application and implementation.~~

~~Very truly yours,~~

~~FGA-US-LLG~~

~~-By: Glenn Shagena~~

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW~~

~~By Norwood H. Jewell~~

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2015 National Negotiations
NTC Joint Programs/TTC Subcommittee
Verbal Understanding

The purpose of this Letter is to outline the verbal understandings reached between the parties, during these negotiations, as follows:

Tuition Assistance Plan

- — Modify the TAP system application to provide the Plant TAP Representatives 'view only access' to the 'voucher status' information screen/report to view 'non confidential' information. This process will be initiated within ninety (90) days after ratification of the Agreement.

UAW-Chrysler Scholarship Program for Dependent Children

- — Proof of satisfactory completion of coursework is defined as:
 - ⊖ — A "2.0" or better cumulative grade point average based on a 4.0 scale or a passing grade for a single course.
- — There will be an annual \$3M cap for the term of the Agreement.

Label on vehicles

- — Place labels on vehicles, with the following understanding:
 - ⊖ — Will consist of a standardized sticker/format with no variations across Assembly plants. The label will conform to Manufacturing standards and consist of the following 3 logos (FCA/WCM/UAW).

Note: The operation will be part of the current Takt time, with no additional manpower requirements and will not be cost prohibitive.

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August 21, 2015

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Mopar Mutual Commitment Letter

Through the 2019 National Negotiations, the Company and the Union have had extensive discussions on ways to improve operational efficiency, customer service, and reduce overall supply chain costs.

It has been agreed that Management has committed to the following;

1. Supplemental Workers

- a. A one-time conversion of 170 supplemental employees. FCA will determine timing, based on hiring backfills, and location of the conversions.

2. Dock Operations

- a. Convert the Winchester PDC current dock model to an external cross-dock model, by the end of second quarter 2020; this shall remain in place for the duration of the contract.
- b. An increase of six (6) HBU to support new external cross-dock model (included in 1A).

3. Invest in PIV and Warehouse equipment

- a. One-time investment of \$2 Million across the division in the first year of the Agreement. Management will review by age and expense.
- b. Future PIV investment discussions will be held at the Mopar Annual Meeting and any investment will be based on annual Capital Budget.

4. Annual Mopar Meeting

- a. Host four (4) Mopar Meetings through the life of the contract. Commit to hosting two (2) in Detroit for everyone to attend and two (2) via skype or telepresence.
- b. An agenda will be prepared and followed at the Annual Meeting.
- c. Union President and Shop Chairman will be invited to the Annual Meeting.
- d. Commit to invite two (2) SBU representatives in the meeting (1 Source PDC rep, 1 Regional PDC rep).

5. WCM Joint Conference

- a. Management will commit to send one Health and Safety Representative to the WCM Conference and utilize a supplemental employee to backfill the rep.

6. Maintain PAA Conversion

- a. Maintain PAA conversion at current levels to support Holiday requirements.

7. Potential \$28 Million investment in a new PDC.

It has been agreed that the Union has committed to the following;

- 1. Mopar specific agreement for S-1 calculation
- 2. MOU-1 - DDS - Carry Over Language
- 3. Mopar Attritional Letter

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HOURLY ADDENDUMS



PM & P / LMA

Incentive Program for Retirement

September xx, 2023

(N-xx) Incentive Program for Retirement

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 bargaining the parties agreed to offer an Incentive Program for Retirement (IPR) to all hourly skilled, non-skilled and salary represented seniority employees across all US facilities. The following programs will be offered:

- 2024 - Incentive Program for Retirement (IPR) - A cash lump sum of \$50,000 will be offered to all employees who are eligible to retire at employee option between January 1st, 2024, and December 31st, 2024. Those retirement eligible employees must be on active payroll, on a disability leave of absence and receiving Sickness and Accident Benefits, or layoff at the time of the offering.
- 2026 - Incentive Program for Retirement (IPR) - A cash lump sum of \$50,000 will be offered to all employees who are eligible to retire at employee option between January 1st, 2026, and December 31st, 2026. Those retirement eligible employees must be on active payroll, on a disability leave of absence and receiving Sickness and Accident Benefits, or layoff at the time of the offering.

The number of acceptances will be uncapped. To ensure operational efficiency, the \$50,000 lump sum payment is contingent upon the Company's approval of the release date and the timing of the separation following the period that the employee becomes eligible. Employees that retire without Company authorization of timing will not be eligible for the \$50,000 lump sum payment.

Issues relating to the planning, implementation and administration of this understanding will be promptly addressed by the National parties.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

Handwritten signatures and initials: HC, LW, BC, RB, X, BW, Jm, SLF.

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FIAT CHRYSLER AUTOMOBILES

PM & P / LMA

Toledo 40/50/60 Understanding

September xx, 2023

(N-xx) Toledo 40/50/60 Understanding

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the course of these negotiations the parties held lengthy discussions regarding the 40/50/60 operating pattern at the Toledo Assembly Complex (TAC). In response to concerns raised by the Union, the Company has agreed to change the operating plan of record for TAC and utilize a traditional eight (8) hour shift operation. The Company shall discontinue the use of the 40/50/60 operating pattern at TAC within one (1) year of ratification of this agreement.

To support the transition to a traditional eight (8) hour shift operation at TAC, the Company commits to converting nine hundred (900) Supplemental Employees to Full Time to properly staff the additional manpower requirements after all contractual obligations for placement of employees are exhausted. This conversion will be completed within ninety (90) days of ratification of the agreement.

During the transition from the 40/50/60 pattern to an eight (8) hour shift operation, Supplemental Employees identified for conversion will be required to support plant operations on a forty (40) hour per week basis, which may require working staggered or flexible work schedules with Tuesday or Wednesday constituting the start of the work week to ensure coverage of the 40/50/60 work pattern during the transition. This would include some of the converted employees having Saturday as a scheduled workday.

Very truly yours.,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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(M-16) Memorandum of Understanding - Supplemental Employees

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MEMORANDUM OF UNDERSTANDING
Supplemental Employees

During ~~2019~~2023 National Production, Maintenance and Parts Agreement negotiations, the parties held lengthy discussions regarding the use of Supplemental Employees. The parties agreed that replacing full-time seniority employees who are temporarily absent due to certain specific reason codes with Supplemental Employees, while not circumventing the hiring of full-time employees, was mutually beneficial. Supplemental Employees are not to be employed to avoid hiring to fill permanent positions. The parties recognize the following two categories of Supplemental Employees.

- Temporary Part-Time employees (TPT)
- Temporary Full-Time employees (TFT)

The following paragraphs set forth the terms and conditions for use of the aforementioned temporary employees as well as the wages, benefits and other provisions.

Temporary Part-Time employees shall be employed in accordance with the following provisions:

TPTs are employees hired by the Company who shall be used on Monday, Friday, Saturdays and Sundays if required unless otherwise agreed to by the parties. The National Parties agree that TPTs can be used on high absenteeism days even if those days fall on a Tuesday - Thursday. The following will be considered high absenteeism days: the last scheduled workday prior to, or the first scheduled workday immediately following a contractual holiday or scheduled layoff/shutdown; and the day following Super Bowl Sunday, St. Patrick's Day, Cinco De Mayo, Mother's Day, Father's Day, Halloween, and the week in which Bonuses are paid out. Additionally, the National Parties can approve additional high absenteeism days.

Temporary Full-Time employees (TFT) shall be employed in accordance with the following provisions:

- TFTs are employees hired by the company who shall be normally scheduled to work the full regular work schedule of the plant/department they are assigned.
- In all instances where TFT employees are to be utilized, the company shall canvass existing TPT employees at the requesting facility for their interest to become a TFT employee.
- The Company shall review with the UAW Stellantis Department other situations requiring Supplemental employees above the allowable number such as but not limited to: product launches, separation programs, periods of high vacation from April thru November and high absenteeism days and employee transfer periods.

Accordingly, the Company may hire Supplemental Employees to supplement the work force for straight-time, overtime or weekend work in any facility covered by the ~~2019~~2023 Production, Maintenance, and Parts Agreement.

The NAC will determine the supplemental allocation, the Company will determine the percentage of that allocation which will be TPT and TFT.

Therefore, it is agreed this Memorandum of Understanding (MOU) shall govern the employment of such Supplemental Employees.

I. ADMINISTRATION OF THIS MEMORANDUM

The National Attendance Council ("NAC"), shall consist of two (2) members of the International Union and two (2) members of the Company will meet within (30) days of ratification of this Agreement to review this MOU. After the first meeting, the NAC shall meet at least quarterly, and as needed, to monitor the application and efficiency of the attendance procedure as set forth in M-8 and this MOU. The NAC is specifically empowered as set forth in M-8 concerning the UAW/FCA Attendance Procedure. For purposes of this MOU, the NAC will meet quarterly to monitor the use of Supplemental Employees; develop and maintain Labor Market Area List of Supplemental Employees by Corporate Service Date; discuss any full-time openings and identify the appropriate Supplemental Employees for the openings; and discuss and resolve any local issues with consideration given to Local Party recommendations.

At each quarterly meeting, the NAC will agree to (1) the calculation of the allowable number of Supplemental Employees eligible to work during the workweek and (2) the calculation of the allowable number of Supplemental Employees eligible to work Mondays, Fridays, Saturdays, Sundays and Holidays. The Local Parties will review historical Supplemental Employee use during the same quarter of the previous year and previous quarter of the same year for each calculation to establish a baseline of the expected need for Supplemental Employees for each category during the next quarter, and share the numbers with the NAC for review and mutual agreement at least two (2) weeks prior to the next quarter commencing. The NAC will provide the approval to each facility. In consideration of approving Supplemental usage by facility, the NAC may take into consideration anticipated downtime and volume fluctuations during the upcoming quarter for each facility. In situations where a plant anticipates lower Supplemental usage, a request will be made to the NAC to allow Supplemental Employees the option to pick up additional work opportunities by volunteering to temporarily work at another facility. In the absence of volunteers, the NAC has the authority to temporarily place Supplemental Employees at another facility on the basis of hire date.

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The Local World Class Participation Council ("LWCPC") or comparable manpower committee at each facility will review Supplemental Employee usage calculation at its regular meetings. If the facility anticipates requiring additional authorization of Supplemental Employees above the amount allowed under the calculation, the LWCPC will discuss the need for additional Supplemental Employees and forward the rationale and a recommendation for the additional need for Supplemental Employees to the NAC for its review and approval. Where the need for additional Supplemental Employees is validated, Corporate Employee Relations will provide authorization.

Additionally, if an issue arises regarding the usage of Supplemental Employees that the LWCPC cannot resolve, the LWCPC can escalate the issue to the NAC. The NAC shall meet within two (2) weeks to review and address the issue. In the event that the NAC is unable to resolve an issue, the issue may be elevated to the Vice President, UAW FGA Stellanis Department and the Vice President of Employee Relations, or their designees, for expedited resolution.

II. WORK SCHEDULES

Supplemental Employees are employees hired by the Company who shall normally be scheduled to work Monday through Friday and additionally may be scheduled to work Saturdays, Sundays, and Holidays, subject to the following:

- A. Supplemental Employees may be utilized any day of the week to replace employees not at work for certain absence codes, specifically, unexcused absences, Intermittent Family Medical Leave Act (FMLA) leaves/absences, ~~and~~ all sick leaves of absence. The number of Supplemental Employees eligible at each facility will be based on that facility's average of the aforementioned absences calculated on a quarterly basis as a percentage of total absenteeism multiplied by the number of full-time employees (active on roll plus temporarily inactive). Supplemental Employees are not to be used to circumvent Local overtime scheduling provisions or to displace eligible full-time employees. Additionally, Supplemental Employees can be utilized, with mutual agreement, on other occasions such as, but not limited to, product launch, high vacation periods, and awaiting transfer of laid off employees from other locations.
- B. The parties recognize the need to utilize a higher number of Supplemental Employees (than the calculated allowance) on Mondays, Fridays, Saturdays, Sundays and Holidays to accommodate the greater number of absences that occur on these days.
- C. On days they are scheduled to work, Supplemental Employees may be scheduled all of the hours scheduled for the department in which they are assigned. TFTs will be scheduled in accordance with M-2.
- D. ~~Supplemental Employees~~ TFTs may be scheduled to work extended hours provided they do not displace eligible regular full-time employees.
- E. Supplemental Employees will be scheduled in a fair and equitable manner by Department and shift giving due consideration to the length of employment with the Company.
- F. When the shift schedule of a Supplemental Employee is required to be modified, the Company will consider volunteers; however, in the absence of volunteers a minimum of (5) calendar days' notice will be provided. Where local language provides, a longer notification period for Supplemental Employees will apply.

G. Supplemental Employees may be utilized on a full-time basis for the period beginning on April 1 through November the first Saturday following the Labor-Day Holiday to replace seniority employees who take vacation leaves of absence.

The NAC will send a request to the Local Parties for information concerning the need for Summer Vacation Replacements. Upon recommendation by the Local Parties, the NAC will meet no later than the third Monday in March and identify the number of Supplemental Employees that will be utilized on a full-time basis to replace employees on vacation at each respective location.

III. SENIORITY EMPLOYEES DISPLACING SUPPLEMENTAL EMPLOYEES

- A. ~~The employment by the Company of Supplemental Employees shall not be considered as an infringement of the rights of regular employees under the 20192023 FCA US LLC UAW Production, Maintenance, and Parts Agreement. In no case will a seniority employee be indefinitely forced into laid-off status from a facility if the facility is regularly scheduling a Supplemental Employee Monday through Friday. At the time of a reduction in force, a seniority employee who is scheduled to be indefinitely laid off from the facility pursuant to such a reduction may request to will displace a Supplemental Employee be retained until no Supplemental employees are scheduled Tuesday through Thursday, excluding high impact days. Seniority employees who displace Supplemental Employees shall, during the period they would otherwise be on indefinite layoff, be required to comply with the work schedule for Supplemental Employees.~~
- B. A seniority employee who displaces a Supplemental Employee or who, while on such layoff is hired to work as a Supplemental Employee shall be paid at a wage rate determined in accordance with the applicable provisions of Section (114) or MOU-13 of the Production, Maintenance, and Parts Agreement. Such employee shall also be provided the level of life, accidental death and dismemberment insurance, the HSMD coverage, and Supplemental Unemployment Benefits (SUB), Jury Duty Pay, Bereavement Pay, and Short-Term Military Pay, but not FCA US LLC-UAW Pension Agreement, Supplemental Agreement (Exhibit G) in accordance with this MOU.
- C. A seniority employee who displaces a Supplemental Employee will remain available for recall and work opportunity to full time openings pursuant to the PM&P provisions as if he were on indefinite layoff.
- D. Seniority employees who are utilized as Supplemental Employees shall continue to accumulate seniority.
- E. A seniority employee who is affected by a reduction in force and becomes a Supplemental Employee will be eligible for a scheduled vacation and paid excused absence with respect to any unused vacation/unexcused absence hours at the time of the reduction in force. Further, in computing the number of weeks of enrollment and absences for purposes of determining vacation eligibility for the succeeding year, the period of employment as a Supplemental Employee will be counted.

IV. WAGES

Supplemental Employees shall be paid in accordance with Attachment A of this MOU. Supplemental Employees hired after the effective date of the 2023 Agreement will be paid at a rate of \$21.00 while employed as a Supplemental Employee. Existing Supplemental Employees being paid below this rate will have their pay increased to \$21.00 on the effective date of the Agreement. Supplemental Employees being paid at a rate higher than \$21.00 will maintain their current rate of pay.

V. PROBATIONARY PERIOD

~~A Supplemental Employee shall not accumulate time toward the fulfillment of the ninety (90) day probationary period while employed as a Supplemental Employee. In the event a Supplemental Employee becomes a regular full-time employee he shall be considered a seniority employee under the condition he accumulated at least ninety (90) days worked as a Supplemental Employee. Such employees will be provided with a seniority date ninety (90) days prior to their~~

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conversion to a full-time, regular employee. Any converted employee with less than ninety (90) days as a Supplemental Employee will be maintained as a probationary employee through the balance of the time required to accumulate ninety (90) days pursuant to Section 45(a) and at such time will be accorded seniority.

Provided, however, that such employee shall receive credit for time "at work" (as defined in Section XIII, of this MOU) while employed as a Supplemental Employee for the purpose of fulfilling the H-S-M-D-V-H-D waiting period for commencement of coverage in accordance with Article 1, Section 3(D) (1) of Exhibit B or MOU-13 of the Collective Bargaining Agreement, Disability, the SUB plan (exhibits C and D), and vesting for Company contributions (exhibit G). The effective date of coverage will be determined based upon the employee's most recent date of hire as a Supplemental Employee immediately preceding the date regular employment commenced.

VI. DISCIPLINE AND DISCHARGE

The Company may discharge or terminate the employment of a Supplemental Employee at any time provided, however, the Union may protest in the grievance procedure the discharge or termination of a Supplemental Employee in cases of claimed discrimination on account of race, color, religion, age, national origin, status as a qualified person with a disability, including sexual harassment, sexual orientation, gender identity/expression, union activity and membership in any legally protected class.

Supplemental Employee Attendance Guideline

The following guideline is established to provide assistance to Management when addressing absenteeism of Supplemental Employees. Supplemental Employees who incur an absence or a tardy will have incurred an Attendance Occurrence. Attendance Occurrences will be subject to the following discipline on a rolling 12-month period:

Attendance Occurrence	Discipline Step
Auto Progression - 1st Occurrence	Verbal Warning
Auto Progression - 2nd Occurrence	Written Warning
Auto Progression - 3rd Occurrence	Written Warning
Auto Progression - 4th Occurrence	Written Warning
5th Occurrence	Written Warning
6th Occurrence	Discharge

A Supplemental Employee who is found to be in violation of a minor shop rule will be issued a written warning for a first and second time violation, provided the employee was hired at least ninety (90) days prior to the violation. The employee may request the presence of a Union Representative when such warning is issued.

Notwithstanding the above guideline, Management reserves the right to issue appropriate disciplinary action up to and including termination of employment. If Management makes the decision to rehire a Supplemental Employee, the employee shall return to work at the wage rate in effect at the time of termination.

VII. UNION REPRESENTATION AND DUES

A Supplemental Employee shall be entitled to Union representation including the grievance procedure in cases of alleged violation of this MOU. After one-year-90 days of employment an employee will be entitled to Union Representation per all provisions of the FCA US LLC-UAW Production, Maintenance and Parts Agreement applicable to Supplemental Employees.

A Supplemental Employee shall be subject to the provisions of Sections (9) through (14) of the ~~2019~~2023 FCA US LLC-UAW Production, Maintenance, and Parts Agreement. The initiation fee and monthly dues regularly required of Supplemental Employees shall be as determined by the International Union, UAW. Notice of the amounts of such fee and dues shall be given to the Company in writing by the International Union, UAW.

For the purposes of Union representation, in order to help monitor and implement this MOU, the Company will maintain one (1) UAW Supplemental Employee Coordinator at each United States Assembly plant and one (1) UAW Supplemental Employee Coordinator for the Kokomo Complex to assist with the implementation of the provisions of this MOU. The appointment of this position will be made by the Local President and communicated to the Plant Manager of the facility. The position will be an International Appointed position filled in accordance with the 2023 CBA and Union Guidelines.

VIII. SUPPLEMENTAL EMPLOYEE ADVANCEMENT

Supplemental Employees will be eligible for full time openings based on their most recent date of hire.

Parties mutually agree to convert a Supplemental Employees to a Full-Time regular employee upon the completion of nine (9) months of continuous service. The nine (9) months will begin to accrue at the date of ratification of the 2023 Agreement. The Parties can agree to extend this period.

Supplemental Employees may be laid off for up to thirty (30) days and maintain continuous service including if they return to work at another location as long as they work the minimum hours required for that week to count towards continuous service.

When a Supplemental Employee experiences a break in continuous service beyond thirty (30) days due to an indefinite layoff, the accrual of the 9 month continuous service will be adjusted upon reinstatement by the number of days greater than thirty (30) the employee was inactive, as long as the employee has not been off active employment rolls longer than they worked.

The conversions will occur on the Monday following the Supplemental Employees accrual date of nine (9) months provided the continuous service requirements have been met. Time worked as a Supplemental Employee will count towards full time wage progression.

Eligible Supplemental Employees will be allowed a one-time election beginning after ratification of the 2023 Agreement to transfer to an open position in a Company facility in their Labor Market if his Corporate Service Date places him at the top of the Supplemental Employee list for the opening. If more than one eligible employee has the same Corporate Service Date, the employee's last four digits of his social security number will determine the tie-breaker with the employee with the lowest number being granted the first opportunity for the opening. If the Supplemental Employee declines a position in the Labor Market, then he will not be eligible to fill an opening at any other location and must remain at his facility until he is eligible for a full time opening. The Company will determine the availability of openings based on its operational requirements at each specific location or a TFT is converted to full-time in accordance with this MOU.

When a TFT Supplemental Employee is converted to a full time employee, ~~he~~ they will be placed on the M-43 wage scale progression consistent with his Corporate Service Date. TFTs will receive full SUB benefits at the completion of their probationary period as set forth in subsection V of this Agreement.

IX. PRODUCTION STANDARDS

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A Supplemental Employee will not be assigned to an operation expressly for the purpose of establishing a production standard on that operation; nor will his performance be considered either in establishing a production standard or in a dispute over the production standard.

X. EXCLUSIONS

A Supplemental Employee shall not be covered by the SUB Plan (Exhibits C and D), FCA US LLC-UAW Pension Agreement, Supplemental Agreement (Exhibit G) or the Insurance Program except as provided in Sections III. B. and XIII of this MOU.

XI. WORKING HOURS AND OVERTIME

- A. Supplemental Employees shall have only such rights, privileges, compensation or benefits as are expressly set forth by this MOU and the following sections of the ~~2019~~2023 FCA US LLC-UAW Production, Maintenance, and Parts Agreement: Sections (84), (85), (87)(b) and (88) through (94) - Working Hours and Letter 186.
- B. Supplemental Employees shall be paid time and one-half for time worked in excess of eight (8) hours in any continuous twenty-four (24) hour period beginning with the starting time of the employee's shift, for time worked in excess of forty (40) hours per week, and for time worked on Saturday, except when a shift starts on Friday and continues into Saturday; provided, that hours in excess of eight (8) per day or forty (40) per week on such shift will be paid at time and one-half. Double time will be paid for time worked on the calendar Sunday or calendar holidays designated in Section (95).

XII. HOLIDAY PAY/PAID AND UNPAID TIME OFF

A. Holiday Pay

i. A Supplemental Employee will be eligible for holiday pay as set forth in Section (96) of the Collective Bargaining Agreement provided:

1. The employee has actually worked at least 90 days prior to the holiday(s);
2. The employee worked the same day(s) as the holiday in ~~the week prior to the week in which the holiday(s) falls, with the exception of being on a one-week temporary layoff for the prior week only.~~ four of the last six weeks and the employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday; and
3. ~~The employee has worked the last scheduled working day prior to and the next scheduled working day after such holiday(s) within the employee's scheduled workweek. The employee was not absent without excuse on their last scheduled day before and their next scheduled day after the Holiday in the same week as the Holiday falls.~~ In the case of the Christmas holiday period, as defined in Section (95) of the Collective Bargaining Agreement, a Supplemental Employee absent without excuse on both the last scheduled working day prior to and the next scheduled working day of the week after such Christmas holiday period shall be ineligible for pay for all of the holidays with in the Christmas holiday period. An otherwise eligible Supplemental Employee absent without excuse on either the last scheduled working day prior to or the next scheduled working day after a Christmas holiday period shall be eligible to receive holiday pay for all but one of the holidays for which he would otherwise be eligible in the Christmas holiday period.

ii. A seniority employee who is laid off in a reduction in force and becomes a Supplemental Employee will be entitled to holiday pay provided the employee meets the eligibility required outlined in A(2) and A(3) of this paragraph; except that, if the employee is eligible for holiday pay under Section (96) of the Collective Bargaining Agreement the eligibility rules in Subparagraph A of this paragraph shall not apply. However, should the employee qualify for Christmas holiday pay as provided in this Memorandum and Section (96), the employee will be provided the greater of the two Christmas holiday pay entitlements but not both.

iii. A probationary employee who is laid off in a reduction in force and is utilized as a Supplemental Employee will be considered for holiday pay purposes as though hired originally as a Supplemental Employee with the number of days actually worked as a full-time employee counted toward the 90 days required for holiday pay eligibility in Subparagraph A of this paragraph.

B. Paid and Unpaid Time Off

Supplemental Employees who accumulate 120 days worked, but do not exceed fifty-two (52) weeks worked, will be eligible for sixteen (16) hours of paid time off and twenty-four (24) hours of unpaid time off of work pursuant to the vacation eligibility year set forth in Section 104. Supplemental Employees who accumulate greater than fifty-two (52) weeks worked will be eligible for forty (40) hours of paid time off and twenty-four (24) hours of unpaid time off pursuant to the vacation eligibility year set forth in Section 104. Time off must be taken in eight (8) hour increments; and must be requested at least forty-eight (48) hours in advance. Any remaining balance of paid or unpaid time off will not carry over into the following year and will be paid out. This new entitlement will be based on service accumulated after the effective date of the 2019 FCA US LLC-UAW Production, Maintenance, and Parts Agreement.

XIII. OTHER BENEFITS

A. Performance Sharing

Supplemental Employees will be eligible the benefit as described in Exhibit F.

B. Supplemental Unemployment Benefits Plan (SUB)

TFTs will be eligible for Short Work Week Supplemental Unemployment Benefits and Supplemental Unemployment Benefits while on a Temporary Layoff after ninety (90) days of employment.

C. Life and Accidental Death and Dismemberment Insurance

Supplemental Employees will be provided ~~\$3,750~~\$15,000 life insurance and ~~\$1,875~~\$7,500 accidental death and dismemberment insurance. The Company will pay the premiums for coverage for any month in which the employee receives pay from the Company for any time during such month. Such coverage begins on the first day of the first calendar month next following the month in which employment commences and ceases on the last day worked where employment is terminated.

D. Hospital-Surgical-Medical-Drug-Dental-Vision-Hearing (H-S-M-D-D-V-H)

~~Effective January 1, 2020 or as soon as practicable after that date, Supplemental Employees shall be provided H-S-M-D coverage and will be subject to the adjustments to the FCA US LLC Health Care Benefits Program for Hourly Employees as discussed below:~~

- ~~For purposes of the Health Care Benefits Program, Supplemental Employees as defined in this Agreement will not be eligible for post-retirement health care coverage from the Company or for Company provided coverage for their survivors.~~
- ~~They will not be able to enroll Sponsored Dependents.~~
- ~~They will have their Medical Plan enrollment limited to the Preferred Provider Organization option, modified to include the cost-sharing requirements shown in the table below.~~

Annual Deductible

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In-Network
 Single — \$300
 Family — \$500
Out-of-Network
 Single — \$1,200
 Family — \$2,100

Physician Office Visit Co-Insurance
 In-Network — 100% (Does not apply to the deductible or out-of-pocket maximum, as allowed by law)
 Out-of-Network — Not Covered

Co-Insurance
 In-Network — 10%
 Out-of-Network — 35%

Out-of-Pocket Maximum
 In-Network
 Single — \$1,000
 Family — \$2,000
 Out-of-Network
 Single — \$1,200
 Family — \$2,100

They will not be provided Dental Expense, Vision Expense, Hearing Aid Expense, Contributions to a Fund (HRA), or Nursing Home Expense benefits or other benefits as provided under the Insurance Program. It is understood there will be no duplication of benefits because of coverages provided under either of the Company's Insurance Programs. The Company will pay the monthly premium for the applicable coverage for each employee while he is at work. An employee is considered "at work" in any month if he receives pay for any time during such month. Such coverage begins on the first day of the eighth calendar month next following the month in which employment commences provided the employee is actively at work. Coverage ceases at the end of the month in which employment is terminated, except that if employment is terminated solely due to the fact the employee accepted employment as a regular full-time employee.

Prescription Drug Coverage

Prescription drug coverage will follow the provisions of Exhibit B Article III, Section 3(A)(1)(b) with the following modifications:

Exhibit B Article III, Section 3(A)(1)(b)(i) and Exhibit B Article III, Section 3(A)(1)(b)(s) of the Program does not apply to the Supplemental Employees. The following co-payments will apply:

Prescription Drugs	Retail	Mail-Order
Generic	\$7.50	\$7.50
Brand	\$16.00	\$16.00

Specialty medications must be filled through the Pharmacy Benefit Manager (PBM) specialty pharmacies.

Exhibit B Article III, Section 3(A)(1)(b)(vi) of the Program, exclusions and limitations, is modified to include the exclusion of coverage for a) Erectile Dysfunction prescription drugs except for the treatment of Benign Prostatic Hyperplasia.

FCA Family Health and Wellness Centers

All employees, including Supplemental Employees, will have access to service at the FCA Family Health and Wellness Center (FHWC). Currently, there is a FHWC located in Kokomo, with additional clinics planned to be opened in Detroit and Belvidere. The FHWC will provide certain preventative health services and screenings, chronic disease monitoring, urgent care services, as well as select prescription services.

FHWC services will be provided at no cost to employees or their eligible family members.

"Supplemental Employees" will be subject to the adjustments to the FCA US LLC Health Care Benefits Program for Hourly Employees as discussed in subsections 1 through 4 below.

1. They will become eligible for health care coverages under Exhibit B, The Life, Disability and Health Care Benefits Program (Group Hospital, Surgical, Medical Drug, Dental, Vision and Hearing Aid Coverage) as provided in Article I, Section 3, D.(1.) and Article III, Section 1, (A.) of the Program.
2. Effective January 1, 2024, or as soon as practicable thereafter, they will be enrolled in the Preferred Provider Organization (PPO) Plan Option as outlined in Exhibit B Article III, Section 3.B.(1), for a two (2) month period during which time they will have the option to enroll under the Standard Care Network Plan Option or a Health Maintenance Organization (HMO) (if available) or, by not making an election, remain enrolled under the PPO. Supplemental Employees will maintain their current benefits until the changes above are fully implemented.

For a Supplemental Employee who elects to enroll for coverage under the SCN or the HMO, coverage will be effective the first (1st) of the month after the month in which they enrolled for coverage under the SCN or the HMO. Employees will remain enrolled in their selected Health Care Plan for twelve (12) months. Future Plan enrollment changes will be subject to the existing Company enrollment change process.

3. For purposes of the Health Care Benefits Program, Supplemental Employees as defined in this Agreement will not be eligible for post-retirement health care coverage from the Company or for Company-provided coverage for their survivors.
4. The opportunity for survivors to continue coverage, or Employees to continue coverage postemployment or for periods not in active service, will be limited to self-pay continuation that may be available under federal law.

XIV. EFFECT OF MEMORANDUM OF UNDERSTANDING

This MOU shall become effective concurrently with, and continue in full force and effect during the term of the Production, Maintenance, and Parts Agreement.

This MOU supersedes and in all respects replaces the 2015 Supplemental Agreement – Temporary Employees.

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

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FCA US LLC

Attachment A

Supplemental Employee Rates

Supplemental Employees Hired Prior to October 20, 2007

Supplemental Employees Hired Prior to October 20, 2007 will receive a 3% increase to their base wage rate effective September 14, 2020 and September 10, 2022 wage rate increases as outlined in Section 100 of the National Agreement.

Supplemental Employees Hired on or After October 20, 2007 and Prior to October 26, 2015

Supplemental Employees Hired on or After October 20, 2007 shall be placed at a rate in accordance with their current rate plus effective Monday following ratification in accordance with the table below and Prior to October 26, 2015 will remain at their current wage rate until they become eligible for their next wage increase in accordance with the table below.

Months of Service	Supplemental Employee Rate
Up to 12 Months	\$17.00
>12 to 24 Months	\$18.00
>24 to 36 Months	\$19.00
>36 to 48 Months	\$21.00
Maximum Rate	\$22.00

Supplemental Employees Hired on or After October 26, 2015

Supplemental Employees Hired on or After October 26, 2015 will remain at their current wage rate until they become eligible for their next wage increase in accordance with the table below.

Months of Service	Supplemental Employee Rate
Up to 12 Months	\$15.78
>12 to 24 Months	\$16.66 XXXX
>24 to 36 Months	\$17.54 XXXX
>36 to 48 Months	\$18.41 XXXX
>48 to 60 Months	\$19.28 XXXX
Maximum Rate	\$19.28 XXXX

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ADDENDUM



FIAT CHRYSLER AUTOMOBILES

E/O&C

Incentive Program for Retirement

September xx, 2023

(N-xx) Incentive Program for Retirement

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 bargaining the parties agreed to offer an Incentive Program for Retirement (IPR) to all hourly skilled, non-skilled and salary represented seniority employees across all US facilities. The following programs will be offered:

- 2024 - Incentive Program for Retirement (IPR) - A cash lump sum of \$50,000 will be offered to all employees who are eligible to retire at employee option between January 1st, 2024, and December 31st, 2024. Those retirement eligible employees must be on active payroll, on a disability leave of absence and receiving Sickness and Accident Benefits, or layoff at the time of the offering.
- 2026 - Incentive Program for Retirement (IPR) - A cash lump sum of \$50,000 will be offered to all employees who are eligible to retire at employee option between January 1st, 2026, and December 31st, 2026. Those retirement eligible employees must be on active payroll, on a disability leave of absence and receiving Sickness and Accident Benefits, or layoff at the time of the offering.

The number of acceptances will be uncapped. To ensure operational efficiency, the \$50,000 lump sum payment is contingent upon the Company's approval of the release date and the timing of the separation following the period that the employee becomes eligible. Employees that retire without Company authorization of timing will not be eligible for the \$50,000 lump sum payment.

Issues relating to the planning, implementation and administration of this understanding will be promptly addressed by the National parties.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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