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S. Hrg. 118–210; Pt. 2

STANDING UP AGAINST CORPORATE GREED: HOW UNIONS ARE IMPROVING THE LIVES OF WORKING FAMILIES

HEARING

[BEFORE THE]

COMMITTEE ON HEALTH, EDUCATION, LABOR, AND PENSIONS

UNITED STATES SENATE

ONE HUNDRED EIGHTEENTH CONGRESS

FIRST SESSION

NOVEMBER 14, 2023

Part 2 of 2

Printed for the use of the
Committee on Health, Education, Labor, and Pensions

STANDING UP AGAINST CORPORATE GREED: HOW UNIONS ARE IMPROVING THE LIVES OF WORKING FAMILIES PART 2 OF 2

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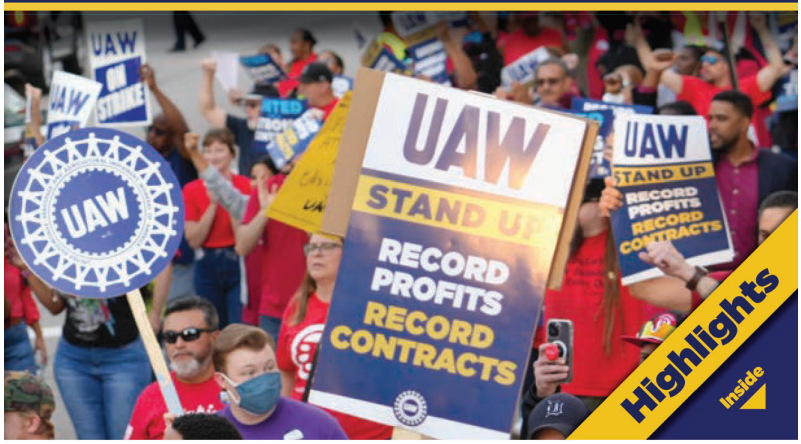
OCT 2023

UAW GM AGREEMENT



A Message to UAW Members at GM



Dear UAW GM family,

I think we can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean our leadership and our national negotiators. We mean we, the UAW. We mean the brave Stand Up Strikers of Local 2250 Wentzville Assembly. Then came the reinforcements, at all our CCA facilities across the country, shutting down the parts depots from California to North Carolina. Soon they were joined by the members of Local 602 at Lansing Delta Assembly. That wasn't enough for GM. So we took out the big guns: Arlington Local 276 put the company on the ropes, and mighty Spring Hill Local 1853 landed the knockout blow.

Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members. We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all.

We set out to do many things that we were told were impossible. We fought like we've never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. We brought back a three-year wage progression. We killed the wage tiers at CCA and GMCH. We brought Subsystems and Brownstown into the Master Agreement.

We also achieved something we were told just weeks ago was impossible: we brought Ultium Cells workers who make electric vehicle batteries for GM into our Master Agreement as well. We have stopped the race to the bottom, and are ensuring that green jobs are good jobs.

When we say it's a record contract, that's not just talk. The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than GM workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives.

- Our lowest-paid members will see a 158 percent raise through the life of this agreement. That's not a typo. Temps hired this year at $16.67 will earn over $40 per hour in base wages by the end of this agreement, over $42 an hour with COLA.
- Our CCA, GMCH, Subsystems, and Brownstown members will see an immediate wage boost from 36 to 89 percent. A current GMCH member with 3 years of service, for instance, will see their hourly wages jump nearly $17 overnight.
- With COLA, by 2028, we'll have a top rate of over $42 an hour for production, and over $50 for skilled trades, an over 30 percent raise. By the end of this agreement, our starting rate will be over $30 an hour, a 70 percent bump from today.

And just as importantly, we did it together. From the International Executive Board and the President's Office to the UAW GM Department, to our national negotiators, our National GM Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand. While we may not have won everything we wanted, we won more than most people thought was possible. This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both whole-heartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Mike Booth, Vice President
UAW GM Department

QR Code for White Book


UAW
Highlights
10% 401k Employer Contribution
$1,500 voucher toward vehicle purchase
Cola Reinstated
Just Transition: Battery Work Under Master Agreement
One Step Removed from Attendance procedure
Historic Wage Increase
Tuition Assistance for Dependents reinstated at $1,600
Wage Tiers Eliminated
Tuition Assistance increased to $8,000
Grow In reduced to 3 years
No more tiered vacation time
Secured Vacation Time
All full-time temps with 90 days converted to in-progression
All new temps converted to in-progression after 9 months
Enhanced Relocation Package increased to $37,500
Skilled Trades $1.50 Tool Allowance
Product Investment
Healthcare Enhancements
Profit Sharing Maintained and expanded to Temporaries
$5,000 Ratification bonus
EV Work Commitment
Journey persons can not be forced to production
Special Attrition Program (SAP)
Right to strike over Plant Closures, Outsourcing, & Investment
Outsourcing Moratorium
Additional Holiday added: Juneteenth
Sub Pay eligible for all employees after 3 months including full-time temporary employees
Paid Parental Leave
Retirement improvements for all
Improvements to Industrial Hygiene and Ergonomics
Considerations for married couples transferring
Members with less than 2 years can transfer within the area hire
$500 annual payment to eligible retirees
Sub Systems employees now fall under the National Agreement
Battery EV Plant Agreements
3

HISTORIC WAGE INCREASES | 7

This tentative agreement provides historic economic gains for UAW members at GM through a combination of annual General Wage Increases (GWI), the reinstatement of Cost of Living Allowance (COLA), the shortening of the wage progression, the elimination of wage tiers, and the conversion of temporary workers.

Through April 30, 2028, UAW members will receive more in general wage increases than they have in the past 21 years combined. Upon ratification, members at top rate will receive an 11% wage increase, almost as much as GM workers have received in total since 2007. Members currently on lower wage tiers, temporary workers, and those not at top rate, will receive raises ranging from 36% to 89%, due to the immediate conversion to a shortened wage progression, and conversion of all temps.

GENERAL WAGE INCREASES (GWI)

DATE	GWI Percentage
Upon Ratification	11%
September - 2024	3%
September - 2025	3%
September - 2026	3%
September - 2027	5%

25%

Top Rate Example
General Wage Increases (GWI)
(With Projected COLA)

	Production*	Skilled Trades*
Current Top Rate	**$32.32**	**$36.85**
11% GWI (Upon Ratification)	$3.56	$4.05
Skilled Trades Tool Allowance	-	$1.50
2023 COLA Estimate	$0.12	$0.12
End of 2023 Top Rate	**$36.00**	**$42.52**
3% GWI (September 2024)	$1.08	$1.27
2024 COLA Estimate	$0.45	$0.45
End of 2024 Top Rate	**$37.53**	**$44.24**
3% GWI (September 2025)	$1.11	$1.31
2025 COLA Estimate	$0.36	$0.36
End of 2025 Top Rate	**$39.00**	**$45.91**
3% GWI (September 2026)	$1.14	$1.35
2026 COLA Estimate	$0.39	$0.39
End of 2026 Top Rate	**$40.53**	**$47.65**
5% GWI (September 2027)	$1.96	$2.32
2027/2028 COLA Estimate	$0.46	$0.46
End of Contract Top Rate	**$42.95**	**$50.43**

*Based on most-populated base rate

Start Rate Example
General Wage Increases (GWI)
(With Projected COLA)

	Production
Current Start Rate	**$18.04**
39% Increase-New Progression	$7.08
2023 COLA Estimate	$0.12
End of 2023 Start Rate	**$25.24**
3% GWI (September 2024)	$0.75
2024 COLA Estimate	$0.45
End of 2024 Start Rate	**$26.44**
3% GWI (September 2025)	$0.78
2025 COLA Estimate	$0.36
End of 2025 Start Rate	**$27.58**
3% GWI (September 2026)	$0.80
2026 COLA Estimate	$0.39
End of 2026 Start Rate	**$28.77**
5% GWI (September 2027)	$1.37
2027/2028 COLA Estimate	$0.46
End of Contract Start Rate	**$30.60**

WAGE INCREASE RETROACTIVE TO OCTOBER 23, 2023

TEMPORARY WORKERS

NEW STARTING WAGE: $21.00 | 63

Your UAW national negotiators went into this set of negotiations with the mindset to improve all areas for the temporary workforce. The misuse of temporary workers has historically been an issue and was one of the top priorities of your negotiating team. Upon ratification all active temps with over three months of continuous service will be converted to full-time status after ratification. Major improvements in all aspects of the temporary workforce were achieved, including the time of employment it takes to become full-time. The UAW national negotiators were able to win improvements for temporary workers, many of which help bring equality within our membership.

All Full-Time Temporary Workers to be Converted to Senority Status | 64
Your national negotiators were able to win language that will allow for the converting of all full-time temporary workers with three months of continuous service. Upon ratification all full-time temporary workers who have three months of continuous service will convert to full-time status. Those who do not have three months of continuous service will convert upon reaching 9 months of continuous employment or if there is a full-time need at the facility, whichever happens first.

9-Month Maximum Period to Full-Time Status | 64, 65, 314
Your bargaining team was successful in lowering the maximum length of time it takes a full-time temporary worker to convert to senority status to 9 months of continuous employment.

30 days needed to break time as a temporary member has been increased to 60 days.

Temporary Workers Now Eligible for Profit Sharing Plan | EX. F 7 PLUS A
Your bargaining team was able to win eligibility for temporary workers into the Profit Sharing Plan, starting in 2024 for plan year 2023. This is a historic win for these members, as it is the first time they will be eligible for the Profit Sharing Plan since its inception.

Temporary Workers Eligible for Bereavement and Jury Duty Pay | 278
Your negotiators were able to win language for temporary workers to be eligible for Bereavement and Jury Duty pay, with the same qualifying paid time off as a seniority member.

Ratification Bonus | 236
All active Temporary Workers with 90 days service prior to effective date will receive the $5,000 Ratification Bonus. Payment will be made within two weeks of ratification of the agreement.



Wage Increases for Current Full-Time Temps with Three Months of Continuous Service

Current			Tentative Agreement									
Seniority	Hourly Rate	51%	Immediate	10%	Step Increase	17%	Step Increase	21%	Step Increase		Step Increase
90 days to 52 weeks	$16.67	→	$25.12	→	$27.72	→	$32.36	→	$39.12	→	$41.17
53 weeks to 104 weeks	$16.67	61% →	$26.91	17% →	$31.42	21% →	$38.07	3% →	$39.12	→	$41.17

• Total wage increase ($16.67 to $41.17) is a 147% compounded increase

* Credit received for all time worked
* Does not include estimated $1.78 COLA over CBA term

New Hire Wage Progression | 113

In a major victory, we have shortened the wage progression from the current eight years to just three years to top rate. Members will now reach top rate of their classification upon completion of working on active roll for 156 weeks (3 years). Current members will be placed and paid the appropriate hire-in-rate based upon the number of weeks on active roll as of the effective date of the 2023 Collective Bargaining Agreement.

HIRING-IN RATE SCHEDULE (3-YEAR GROW-IN)

On Active Roll	% of Top Classification Rate
First 52 Weeks	70%
Upon Completion of 52 Weeks	75%
Upon Completion of 104 Weeks	85%
Upon Completion of 156 Weeks	Top Rate

HOW WILL MY WAGES CHANGE?

My Current Wage	Immediate Adjustments at Ratification 2023	+ 52 week step increase	September 2024 3% Increase	+52 week step increase	September 2025 3% Increase	+52 week step increase	September 2026 3% Increase	September 2027 5% Increase
$18.04	$25.12	$26.91	$27.72	$31.42	$32.36	$38.07	$39.21	$41.17
$19.10	$26.91	$30.50	$31.42	$36.96	$38.07			
$20.69	$30.50	$35.88	$36.96					
$24.40	$35.88							
$25.46								
$26.52								
$27.58								
$29.71								
$32.32								

*** Rates in table above do not include COLA estimated to add $1.78 over life of agreement.**

IMMEDIATE WAGE INCREASES - PRODUCTION

Current (8-year progression)	
Seniority	Hourly Rate
Start	$18.04
1 Years	$19.10
2 Years	$20.69
3 Years	$24.40
4 Years	$25.46
5 Years	$26.52
6 Years	$27.58
7 Years	$29.71
8 Years	Top Rate

39% increase
41%
47%
47%
11% - 41% Immediate Top Rate

Tentative Agreement (3-year progression)		
Seniority	Progression	2023:
Start	70%	$25.12
1 Years	75%	$26.91
2 Years	85%	$30.50
3 Years	100%	$35.88

Continue through "How Will My Wages Change" table above

*Step increases based on achieving 52 weeks worked.

ENDING WAGE TIERS AT GM | 76, 113-114, 303

Winning equal pay for equal work at GM was a major priority in these negotiations. We are excited to announce that this tentative agreement ends all wage tiers at GM. All CCA, GMCH, and Subsystems members will immediately convert to the main production rate upon ratification. We were also able to bring Subsystems members into the Master Agreement.

After killing wage tiers, IMMEDIATE WAGE INCREASES ranging from

36 TO 89%

upon ratification

Immediate Wage Increases Lower-Tiered CCA Members

Current (8-year progression)	
Seniority	**Hourly Rate**
Start	$17.00
1 Year	$18.00
2 Years	$19.00
3 Years	$20.00
4 Years	$21.00
5 Years	$22.00
6 Years	$23.00
7 Years	$24.00
8 Years	$25.00

48% increase → 50% → 61% → 79%

44% - 71% Immediate Top Rate

Tentative Agreement (3-year progression)		
Seniority	**Progression**	**2023:**
Start	70%	$25.12
1 Year	75%	$26.91
2 Years	85%	$30.50
3 Years	100%	$35.88

Continue through "How Will My Wages Change" table

Immediate Wage Increases - GMCH

Current (8-year progression)	
Seniority	**Hourly Rate**
Start	$16.25
1 Year	$17.16
2 Years	$18.06
3 Years	$18.96
4 Years	$19.86
5 Years	$20.46
6 Years	$21.07
7 Years	$21.70
8 Years	$22.50

55% increase → 57% → 69% → 89%

59% - 81% Immediate Top Rate

Tentative Agreement (3-year progression)		
Seniority	**Progression**	**2023**
Start	70%	$25.12
1 Year	75%	$26.91
2 Years	85%	$30.50
3 Years	100%	$35.88

Continue through "How Will My Wages Change" table

Immediate Wage Increases - Subsystems (Brownstown & Battery Assembler)

Current (6-year progression)	
Seniority	**Hourly Rate**
Start	$18.50
1 Year	$19.00
2 Years	$20.00
3 Years	$21.00
4 Years	$22.00
5 Years	$23.00
6 Years	$24.00

36% increase → 42% → 53% → 71%

50% - 63% Immediate Top Rate

Tentative Agreement (3-year progression)		
Seniority	**Progression**	**2023**
Start	70%	$25.12
1 Year	75%	$26.91
2 Years	85%	$30.50
3 Years	100%	$35.88

Continue through "How Will My Wages Change" table

Immediate Wage Increases - Subsystems (Non-Battery)

Current (6-year progression)	
Seniority	**Hourly Rate**
Start	$18.50
1 Year	$19.00
2 Years	$19.50
3 Years	$20.00
4 Years	$20.50
5 Years	$21.00
6 Years	$22.00

36% increase → 42% → 56% → 79%

63% - 75% Immediate Top Rate

Tentative Agreement (3-year progression)		
Seniority	**Progression**	**2023**
Start	70%	$25.12
1 Year	75%	$26.91
2 Years	85%	$30.50
3 Years	100%	$35.88

Continue through "How Will My Wages Change" table

*Step increases in the tables above based on achieving 52 weeks worked.

COLA RESTORED | 15-21

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2009 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index ("CPI") published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate $1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under this scenario, COLA would provide a total value of around $8,800 through the CBA term.

COLA also offers strong protection in the case of extreme inflation like we have seen over the past few years. For example, under a 5% average annual increase scenario (or 20%+ over the CBA term) our COLA formula would generate $6.25 per hour.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay. Consistent with the formula suspended in 2009, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated will be folded into base wages minus five cents.

TOTAL ECONOMIC GAINS

	Production at Full Rate	Skilled at Full Rate	In-Progression	GMCH	Lower Tier CCA	Subsys-tems	Temps Converted
Ratification Bonus	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000	$5,000
Tool Allowance		$14,400					
Value of Wage Increase	$54,900	$63,300	$120,800 - $159,700	$136,100 - $185,000	$125,300 - $176,000	$134,900 - $173,400	$160,700 - $182,300
COLA Estimate	$8,800	$8,800	$8,800	$8,800	$8,800	$8,800	$8,800
Value of Economics Gains	$68,700	$91,500	$134,600 - $173,500	$149,900 - $198,800	$139,100 - $189,800	$148,700 - $187,200	$174,500 - $196,100

*Value of wage increases estimated using 2,080 straight-time hours annually. Any overtime would increase the value. Does not include profit sharing. Eligible profit sharing amounts were worth $40,000 over the last four years.

PROFIT SHARING MAINTAINED

$5,000 RATIFICATION BONUS

Must meet eligibility requirements.

For the first time ever, temporary workers will receive profit-sharing.

RETIREMENT SECURITY

Retirement insecurity is one of the greatest economic injustices facing our country – and our membership. We went into this round of negotiations committed to making huge strides for current and future retirees. We didn't get everything we wanted, but we got more than many thought was possible.

CURRENT RETIREES & SURVIVING SPOUSES | EX. A 167
Under this agreement, current retirees and surviving spouses will receive a payment of $500 annually. For decades, surviving spouses received less than retirees – this contract not only re-established annual bonuses for all retirees but provided the same amounts for surviving spouses. Eligible if retired prior to October 1, 2023, with payments in December.

TRADITIONAL MEMBERS | EX. A 7
For current traditional members we won a $5 increase to the Basic Benefit which will result in an increase of $1,800 a year to future pensioners. The Company will offer three Special Attrition Programs (SAP) from January 2024 through the life of the agreement of $50,000 lump-sum pre-tax retirement incentive for traditional employees who meet the normal or early retirement eligibility requirements. The Company and the Union will agree on timing, size, and scope of the offering.

IN-PROGRESSION MEMBERS | EX. G 23
For current In-Progression members, we won a groundbreaking 10% employer contribution—with no required member contribution—to their 401k. This benefit is capped at 40 hours because our union is fighting hard to ensure that everyone is provided a pathway to a dignified retirement without having to work more than 40 hours a week.

Annuity | EX. G 114
In-Progression Members will be given the opportunity to purchase an annuity at a discounted rate with funds from their 401(k).

IN-PROGRESSION
10%
employer contribution to 401(k)

TRADITIONAL
$5
Increase to Basic Benefit

CURRENT RETIREES
$500
Annual Payments

73% TO 146% INCREASE IN ANNUAL COMPANY CONTRIBUTION TO 401(K)S BY END OF AGREEMENT

GM Direct Stock Purchase Program | EX. G 106
Members will be able to purchase GM stock through payroll deductions in the near future.

Personal Savings Plan | EX. G 10
Temporary Employees will now be able to make personal contributions to a 401(k) account with 91 calendar days of employment.

Financial Well Being | EX. G 110
During these 2023 negotiations the bargaining committee was successful in securing language to continue offering and expanding financial wellbeing services currently offered allowing Members to better prepare for retirement.

WINNING A JUST TRANSITION | 300-302

Plant closures have turned our lives upside down, uprooting our families and communities. It's not about whether or not this transition happens. It's about who gets the profits, and who feels the pain.

In March, 2019, General Motors closed the Lordstown Assembly Plant. Thousands of UAW members had to move, retire, or lose their jobs. For the community, the consequences were devastating. So when GM announced plans to build a new Lordstown plant a couple years later, people thought this could be the opportunity that finally made their families and communities whole again.

In 2022, GM opened Ultium Cells, a joint venture with LG which produces battery cells for electric vehicles. Residents were pitched on a new facility bringing good paying green jobs back to Lordstown. What they found was a far cry from what was promised. These jobs are dangerous, difficult, and pay low wages. Today, the green jobs at Ultium Cells pay a $20 an hour starting rate for production.

All that comes to an end with this agreement.

Upon ratification, Ultium employees will become GM employees and be covered by the UAW-GM National Agreement. Ultium Cells will have a supplemental agreement that covers health and safety and skilled trades.

LORDSTOWN TRANSFERS
After ratification, there will be a 6 month window for former Lordstown employees who were active at Lordstown Assembly Complex on November 26, 2018 to apply to return to Ultium Cells. Former Lordstown employees who transfer will retain their current wages, benefits, and seniority.

WAGE SCALE FOR NEW HIRES
All new hires will make a minimum of 75% of the maximum wage rate under the UAW-GM National Agreement. Production workers at Ultium Cells will receive an immediate pay increase of at least $6 to $8 an hour.

Date of Increase	Minimum Production Wage at Ultium	Minimum Skilled Trades Wage at Ultium
Ratification	$26.91	$31.80
Sept. 16, 2024	$27.72	$32.75
Sept. 15, 2025	$28.55	$33.74
Sept. 21, 2026	$29.41	$34.75
Sept. 20, 2027	$30.88	$36.49





INVESTMENT | 296-298

The bargaining committee had language put in place that secures investments previously announced by General Motors:

ELECTRIC VEHICLES & COMPONENTS	
Plant	**Product Investment**
Orion Assembly $4 billion investment	Future electric vehicles
Springhill Assembly $2 billion investment	2 GM EV's (1 implemented) & future partner EV
Toledo Propulsion $760 million investment	Drive unit production
Lockport GMCH $154 million investment	Electric motor stator module
Bedford Casting $96.7 million investment	Drive unit casting
Warren Technical Center $81 million investment	Celestiq
Rochester GMCH $56 million investment	Battery cooling lines
Pontiac Stamping $40 million investment	Flexible fabrication machining
Defiance Casting $8 million investment	EV casting cell
Factory Zero	Future electric full size SUV

ICE VEHICLES & COMPONENTS	
Plant	**Product Investment**
Flint Assembly $851 million investment	Additional volume capacity & next gen truck
Ft. Wayne Assembly $687 million investment	Support volume capability & next gen truck
Arlington Assembly $555 million investment	Support volume capability & next gen large SUV
Flint Engine $579 million investment	Gen 6 V8
Marion Metal $491 million investment	2 new presses, press lines & die refurbishment
Flint Metal $233.4 million investment	New dies
Bay City $216 million investment	Gen 6 V8 parts
Lansing Delta Township $100 million investment	Next generation SUV
Defiance Casting $79 million investment	Castings for Gen 6 V8
Parma Metal $71.4 million investment	Press upgrades, volume increase & future program
Rochester GMCH $12 million investment	Gen 6 V8 parts
Bedford Casting $7 million investment	Additional die casting capability

These additional investments were also secured through negotiations:

- Electric Vehicle & Components
  1. Lansing Grand River $1.25 billion future electric vehicle
  2. Fairfax Assembly $391 million future electric vehicle
  3. Tonawanda Engine $300 million drive unit production
- Kokomo - Within 12 months of ratification and through the life of this agreement, sufficient work will be allocated to employ a minimum of 150 people.



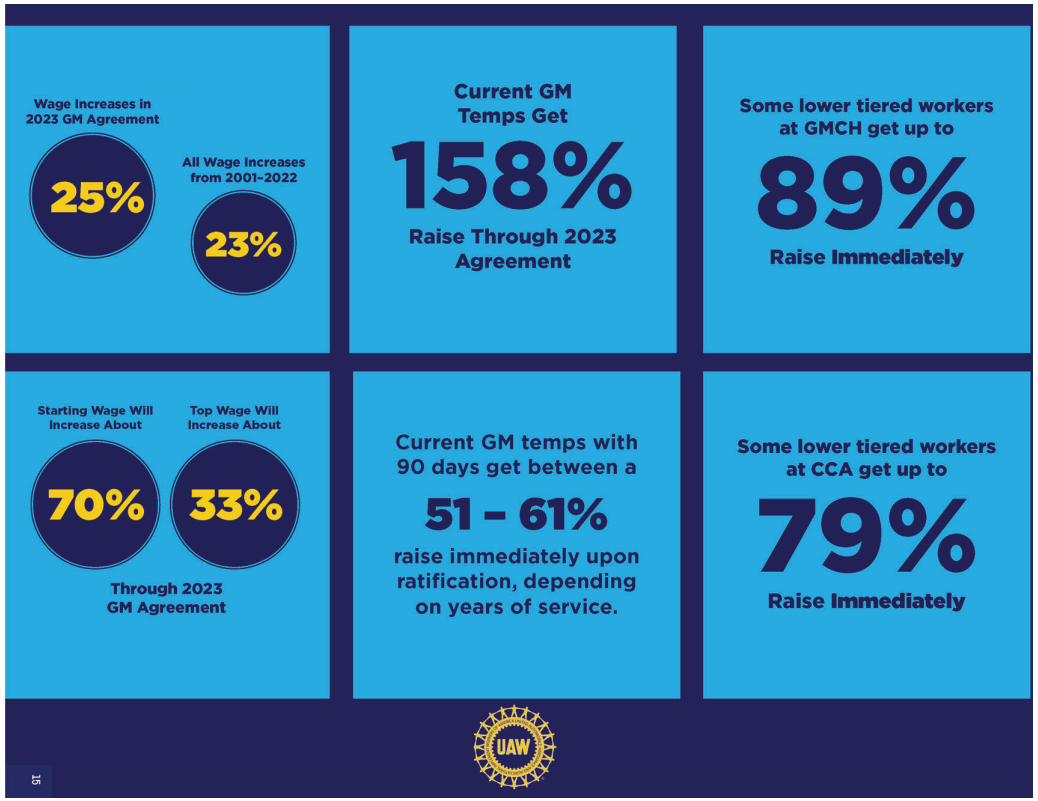
Additionally, the Global Vehicle Development Process (GVDP) will continue as the process whereby future facility allocations may be made through the life of the agreement.

The Right To Strike Over Plant Closures Moratorium And Product And Investment | 259, 298
For the first time in our union's history, we have won the right to strike over plant closures and product and investment. These product commitments are backed up by the power of the strike threat. That's the strongest tool we have to protect our jobs, our families, and our communities.

Honoring Picket Lines | 311
It will not be a violation of the agreement if a member refuses to cross a picket line. If a member refuses to cross a union sanctioned picket line, there will be no discharge or discipline provided the member believes that crossing the picket line would endanger their health and safety.




RECORD PROFITS
EQUAL
RECORD CONTRACTS
VALUE OF GAINS IN TENTATIVE AGREEMENT
VS.
Value of gains in 2023 TA worth more than 4X value of gains in 2019 CBA
More in raises than past 22 years combined.
2023 TA
2019 CBA
14


Wage Increases in 2023 GM Agreement
25%
All Wage Increases from 2001–2022
23%
Current GM Temps Get
158%
Raise Through 2023 Agreement
Some lower tiered workers at GMCH get up to
89%
Raise Immediately
Starting Wage Will Increase About
70%
Top Wage Will Increase About
33%
Through 2023 GM Agreement
Current GM temps with 90 days get between a
51 – 61%
raise immediately upon ratification, depending on years of service.
Some lower tiered workers at CCA get up to
79%
Raise Immediately
UAW
15

SKILLED TRADES

Tooling Allowance $1.50/ hour tooling allowance folded into rate upon ratification | 8

The national negotiating committee was successful in attaining a special one-time increase of $1.50 per hour that will be added to the base rates of skilled tradespersons. The increase will be applied upon ratification of the tentative agreement after the general wage increase of 11% for 2023.

Layoff | 49
Skilled Trades on Layoff (ILO) will not be forced into production jobs.

Doc. 86- Skilled Working in Production renewal | 229-232
Within 120 Days of the effective date of the 2023 UAW-GM National Agreement, the National Parties will establish an application period for Skilled trades employees that are currently working production to express their desire to receive an offer to fill skilled trades openings by submitting application to their Local Apprentice Committees.

Employee Referral Programs | 372
The National Parties agreed to develop a process for UAW-GM employees to refer external Skilled Trades candidates for open Skilled Trades positions.

Elimination of the MOUs regarding the Tool & Die Maker Classification | 368
Skilled Trades members who have a UAW Tool & Die Maker Journeyperson card or have a UAW-GM Tool & Die Maker certificate of completion of apprenticeship can apply for transfer into a Toolmaker or Die Maker opening and will maintain their Tool & Die Maker Skilled Trades Date of entry.

Improvements to the STARC program | 222-223, 362-364
- The STARC readiness lists will be refreshed bi-annually and published no later than March 1st and September 1st of each year.
- Reimbursement for STARC courses will occur 90 days after being indentured.
- Increased apprenticeship offers for all UAW-GM STARC readiness candidates.

Two Year Requirement waived for all Apprentices indentured in 2017, 2018, and 2019 | 374
The UAW Bargaining Team was successful in negotiating the removal of the two (2) year requirement of the Apprentice Training Agreement for all apprentices indentured in 2017, 2018, and 2019. This enables these Electrical Apprentices to leave the company without repayment obligations after meeting the two (2) year requirement after completing on-the-job hours to become an in-plant journeyperson.

Increase to Meals Expense for Apprentices | 361
Apprentices will be able to expense their meals on a GM Corporate Credit Card consistent with the GM travel and Expense Policy.
- Daily expenses increased to up to $75 per day.
- Daily required receipts to mirror GM policy.

Elimination of the MOU for the SSO classification at the Engineering facilities | 370-371
Within 120 days of the effective date of the 2023 UAW-GM National Agreement, the National Parties, with the assistance of the Local Apprentice Committees, will establish an application period for current SSOs and former SSOs with recall rights to receive an offer to transition to an open skilled trades job as a Journeyperson-in-Training (JIT).

Doc. 63-Apprentice Training & Journeyperson Development Strengthened | 224-226
The UAW was successful in changing the language in Doc. 63. Apprentices will be indentured using a new formula. The formula will use the number of Journeypersons who are sixty-one (61) years of age or older as of January 31, 2024, in all apprenticeable trades throughout UAW-GM facilities, to calculate the number of apprentices owed. This new formula will result in the placement of six hundred fifty (650) new apprentices during the life of the 2023 National agreement.





WORK LIFE BALANCE

Vacation | 116
All employees with 20 years or more of service are eligible for 200 hours of vacation.

Vacation Approval | 37
The company has agreed that all vacation applications will be returned within 3 days. The only exception is those made during the February Vacation Application Period.

Paid Parental Leave | 275
Effective January 1, 2024, eligible members may be provided up to 2 weeks of paid time off for a leave of absence for birth, adoption, surrogacy, or foster care situations.

Holidays | 38
Juneteenth added as a paid holiday.

Bereavement | 45
Time off for grandchild and current spouse's parent increased from 3 to 5 days.

Work Life Balance | 318
A Committee will be formed to explore and discuss work life balance issues aiming to improve work life balance for members.

HEALTH & SAFETY

Document 46 Industrial Hygiene/ Ergonomics Representative | 339, 350-351
Sprains and strains are the most common recordable injury affecting our membership. Your negotiations team was successful in negotiating a DOC.46 IH/ERGO alternate representative. This new position will provide the membership with additional resources to improve our ergonomics and Industrial Hygiene programs, to provide more coverage on the shop floor and keep the membership safe. In addition to functioning in the absence of the IH/JETT, the alternate will be utilized during periods of launch as an extra resource.

Ergonomic Program Enhancements | 339
During these negotiations, the parties discussed future ergonomic enhancements to the UAW-GM Ergonomics process. The Joint Parties agree:
to develop or update a new
Risk Factor Checklist

- to utilize the latest version of jointly approved secondary tools
- to create external competency training
- to make additional future revisions of the Technological Ergonomic Database with Joint input
- to update existing Ergonomic training and identify future program enhancements

the plant population to qualify for a full time IH/JETT was reduced from 750 to 500 in an effort to reduce strains and sprains

New IH and Ergo Equipment | 338
In addition to the improvements to the ergonomics program, the union made the company aware that the current IH and Ergo equipment being utilized by the JET/ IH representatives are increasingly becoming inoperable and/or obsolete. The Parties will jointly survey all UAW-GM represented sites to determine the availability and condition of this equipment and the National Joint Committee will determine the equipment that needs to be replaced/ updated and provided by the company. It is agreed that it is the responsibility of each site to maintain jointly supplied equipment.

National Standards Committees | 346
Standards in Health and Safety are constantly changing. Many Companies including General Motors have membership on committees that create and update consensus standards. It is agreed upon that the National Joint Committee on Health and Safety will identify applicable standard sub-committees to participate in and jointly select representatives for those committees.

High-Risk Tasks | 349
Whenever a high-risk task is scheduled to be completed a member of the Local Joint Health and Safety will be on-site.

Improvements to site Active Shooter process | 335
Aware of the world we live in, the bargaining team solidified language regarding workplace violence. Within 90 days of ratification the National Joint Committee will review the current policies to benchmark improvement opportunities at all GM sites.

Gate Pass | 337
As our worksites become more diverse so do the people that visit our worksites. Contractors, Truck Drivers, Expeditors and Vendors are increasingly more diverse and for many English is a second language. To make sure that all visitors understand the rules that keep our membership safe. The Joint Parties agreed to explore the utilization of QR Codes on safety signage and documents that supports different languages for review before entering our worksites.

Health and Safety Conferences and Training Seminars | 340
During these negotiations, the parties discussed the existing agreements and practices regarding Joint Health and Safety Conferences and training seminars. A Joint Health and Safety Conference will be held biannually, a training seminar will be scheduled during the years when no conference is scheduled. The parties agree that this innovative approach will provide a robust learning experience for our UAW-GM Health and Safety Professionals.





EV Safety | 343-344
A new performance standard (PS-24) was developed for the Workplace Safety System to ensure common workplace safe practices at all sites handling Lithium-Ion batteries.

Fall Hazard | 336
Due to recent updates of government, manufacturer and consensus guidelines, some fall hazard equipment may no longer be in compliance. A joint document for addressing new or existing anchorage points based on updates to UAW-GM PS03, will be published. The company agrees that the required inspections of training towers and permanent anchorage points will be completed in accordance with all related guidelines.

Joint Company Research Funding | 137-138
Protecting the health and safety of our membership not only includes our efforts in implementing safety programs at our worksites, and creating a safety culture, but also includes occupational health and safety research. These negotiations resulted in the UAW securing a commitment from GM to be part of a joint auto company research project. Within 90 days of ratification, the parties will develop a research agenda in the following areas:

- Isocyanates.
- Accident prevention to eliminate fatalities.
- Industrial hygiene sampling, exposure assessments and medical surveillance.
- Breast cancer prevention.
- Opioid use disorder intervention.

DURATION & RATIFICATION
The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at GM, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and nine months and will expire April 30, 2028.

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

UAW GM HOURLY
This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

EMPLOYEE PLACEMENT & TRANSFERS

Special Transfer Opportunity: Members on a Formal Leave of Absence | 326-327
Modification was made to the Appendix A language that allows members, Production and Skilled Trades, who are on a formal leave of absence with no company-paid benefits to apply for Appendix A transfer opportunities of their choosing.

Appendix A: Application Period | 320
The Appendix A Application Period for Posted transfer opportunities will reduce from 10 days to 7 days.

Hardship Transfer Opportunity | 322
The Union and company agreed to language that allows member to make application to transfer due to a temporary Hardship. Approval will be limited to members that need to care for an immediate family member with serious illness or imminent death. Final determination will be based off the medical information provided from the patient's attending physician and the Company's Corporate Medical Department.

Married Couples | 328
During negotiations the Union and company solidified language allowing married couples and unmarried couples with children selected for transfer to be de-selected when only one member is selected to fill a job transfer opportunity. Both members must make application to invoke this special consideration.

Area Hire | 323
An agreement has been made to include Fort Wayne in the Area Hire for Kokomo GMCH.

Skilled Trades Appendix A Transfer Eligibility for GMCH Facilities | 106-107
The Union and company agreed to allow skilled trades members at GMCH and GM plants to be eligible to transfer to posted job openings at both GMCH and GM under the provisions of the UAW-GM National Agreement.

Relocation Allowance | 4-6, 325
Your Bargaining Team negotiated an increase in the Relocation Allowance paid to members when transferring to other locations in the Extended Area Hire. The new amount is as Follows:
Option-1 Enhanced Relocation Package: $37,500
Members will not be expected to pay back any portion of the signing bonus if the company cancels a Transfer Opportunity after the signing bonus has been paid out.

2 Year Seniority Requirement for Transfer | 48
Members with less than two years seniority will be eligible to transfer via Appendix A within their area hire.

SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

The UAW was successful in getting SUB weeks fully replenished. Any employee who used SUB during the life of the 2019 agreement will have their SUB weeks fully replenished once employee returns to work.

SUB In-Progression and Traditional | EX. D 26
With 90 days of service, you will receive 52 weeks of Sub then 52 weeks of TSP (Transition Support Program) and 24 months of continued health coverage.

SUB Pay eligibility 90 days including Temps | EX. D 6-7
Full time temps with 90 days will receive short work week benefits and temporary layoff benefits.

BENEFITS

IMPROVED. EXPANDED. PROTECTED

No Increases to Co-Pays/Deductibles or out of pocket cost | EX. C
All current co-pays and deductibles have been maintained.

Health Care Day 1 | EX. C 35
Health Care coverage will now start on the date of hire for all new hires.

Health Care Continuation 24 months | EX. C 38
All Traditional and In-Progression members get healthcare on layoff for up to 24 months

$1 per Hour Worked for Post-Employment Healthcare
Maintained the $1.00 per hour for post-employment Healthcare.

EXPANDED AREAS OF COVERAGE

Chiropractic Coverage | EX. C 164 PLUS A
Chiropractic Coverage is now a covered benefit and will allow for 24 spinal manipulations.

Allergy Testing is now covered | EX. C 127
Allergy Testing will no longer be an excluded benefit.

Lasik benefit increase | EX. C 208
The amount was increased to $350 and now also provides those Members who may still require corrective eyewear the ability to utilize the benefit 12 months after surgery.

Frames once per calendar year | EX. C 209
New frames are now covered annually, not every other year.

Fertility Treatments | EX. C 164 PLUS B
Never before a covered benefit, now a total of $5000 combined annual benefit.

Dental Allotment | EX. C 196
Increased from $1850 to $2000

Sick Leaves of Absence | EX. B 23
Nurse Practitioners, Physicians Assistants and Midwives (birthing purposes) will now be able to provide certification for sick leaves.

DEPENDENTS

Work Related fatality coverage for Dependents | EX. C 47
If a Member loses their life as a result of a work related injury, dependents will be covered up to age 26.

T&PD Children Coverage | EX. C 54
Adjusted the Total & Permanent Disabled (T&PD) Children Coverage beyond age 26 if the member's dependent child becomes T&PD prior to the end of the calendar month in which the child turns age 26.

Memorialized age 26 provisions of the ACA | EX. C 52-55
This is to protect the members if our government changes laws to PPACA. Member's dependents will be covered under company healthcare

Disability Appeal and IMO | EX. B 110, 147
The UAW was successful in streamlining and strengthening the disability appeal process for a member including getting an Independent Medical Opinion (IMO)/Independent Medical Examiner (IME) for any member that has been discharged prior to concluding their appeal process.

Extended Disability Benefits In-Progression | EX. B (20) (21)
In-Progression Members will see an increase in duration in which they can receive EDB, 1 year seniority will now allow for up to 10 years or age 65.

Medicare Part B | EX. C 336
The premium will be reimbursed for medicare part B active members.

Travel Benefit | EX. C 164
Members will be able to receive travel and lodging expenses up to $2000 annually for covered medical expenses or under IRS Code Section 213(d) in the event no network provider is available within 150 miles of the member's primary address and virtual care is not an option.

Education & Training

Training | 101-105, 358-359
Your committee's commitment to enhance and maintain full involvement in all aspects of current and future training designated for UAW members was successful in this round of bargaining. The UAW-GM Joint Skill Development and Training Committee will review all Joint Programs courses used by the UAW-GM Membership to evaluate the effectiveness of technology, objectives and materials used in these courses.

This committee will also look at the feasibility of providing Train the Trainer (T3) training for current and new technologies at the facility described in MOU Joint Activities or other jointly agreed to locations. Any company changes to the training plan administration system or any correlating applications will now be jointly reviewed. Joint subject matter experts from UAW represented facilities will form a training plan administration system advisory committee to address common system issues, assist with testing and review updates when implemented.

Tuition Assistance Program | 108-112
Going into this round of bargaining your negotiating team made it known that the rising cost of education was a concern for our members that wish to continue their education. With great persistence, significant gains to TAP benefits were made not only for full time workers but also for full time Temporary employees with at least 90 days of continuous service. All employees with 90 days of service full time or temporary qualify for TAP benefits. Qualifying members are now eligible for up to $8000.00 per year for degreed courses at regionally accredited colleges or universities. That is an increase of $3000.00 per year. Annual amounts for job related and personal enhancement courses were increased as follows:
Job Related courses - $4000.00 (annual increase of $1800.00)
Personal Enhancement courses - $1500.00 (annual increase of $50.00)

Tuition Assistance Program for Laid off members | 108-112
TAP benefits for laid off workers who have at least one year of seniority as of the last day worked prior to layoff have also increased.

Seniority as of date of layoff	
1-3 years	$7400
3-4 years	$8400
4 or more years	$9400

Other improvements within the TAP program | 108-112, 356
- Surviving Spouses and dependents of a deceased active seniority employee will now be able to utilize the remaining balance of the deceased TAP allotment for the life of the agreement for degreed related courses.
- Within 90 days of ratification, the joint parties will jointly update the appeal process for maintaining active TAP status when an employee fails a course, including STARC program related courses.

UAW Scholarship Program for Dependent Children will be established | 279-281
The bargaining committee was able to restore the benefit lost in 2009. Dependent children of active UAW-GM represented employees who are pursuing post-secondary education or training at an institution accredited by a governmental or nationally recognized agency will be eligible for an annual maximum benefit award of $1600.00.





GMS

Team Concept in CCA | 329
The parties agreed that GMS is the single system to be used in all UAW represented sites. This includes the adoption of team concept at CCA locations including establishing Team Leaders and Principle Basketweave Teams.

VPAC | 334
Your negotiators were successful in securing enhancements to the VPAC (Vehicle Promotions Assistance Contact) process to include electronic tools to assist customers, promote our union-built products and protect personal information.

People Recognition | 332
The parties agreed to honor our members innovative ideas with the creation of a new "People Make Quality Happen" recognition event.

GMS Doc. 46 training pilot | 333
The negotiating team secured the development of a pilot project to train GMS Doc. 46 representatives in the "leaders as calibrators" process to enhance their understanding of calibrations and assessments.

ADAPT | 352-353

Improved communications
New mandatory quarterly calls between plant level ADAPT Representatives and the National ADAPT Team will create a more consistent application of the ADAPT process, resulting in better opportunities for individuals with disabilities or restrictions.

Training
Agreement by the joint parties to conduct a total review of Roles and Responsibilities, Implementation Guide, and Training Materials as well as increased mandatory training will ensure every individual with restrictions will have their circumstances properly reviewed and the best opportunities for work being provided.

Meetings
The bargaining committee negotiated mandatory meetings to review all No Jobs Available Within Restriction (NJAWR) and provide members with the opportunity to return to work as quickly as possible.

Process Review
Newly negotiated "Process Reviews" will streamline resolution process when issues are identified, as well as provide for the sharing of "Best Practices" to all locations. These process reviews will also provide the National ADAPT Team the opportunity to make strong recommendations regarding the required handling and storage of confidential information used in the ADAPT Process.

WORK FAMILY | 197-206, 357, 381-383

Enhancements
To better serve the needs of UAW members and their families at General Motors the Bargaining Committee won important victories in our Work Family Program. The parties reaffirmed the importance of maintaining confidentiality and reinstated Document. No. 39, (Memorandum of Understanding Employee Assistance Program) and Document No. 37, (Resource and Referral Services). It was agreed that Work Family Awareness training will be available to the workforce, along with including Veteran Services resources.

Childcare and Eldercare resource will be made available in the updated Policy and Procedure Manual along with a piloted on-site assessment for the Work Family Representatives. Your bargaining committee was also successful in maintaining Annual Professional Development for Doc 46. Work Family Reps.

DIVERSITY | 354

Commitment to Diversity Renewed
The diversity program is a critical piece of our Union's commitment to having a workplace free from hostility and harassment. Negotiators won language that recognizes that a proactive approach can potentially avoid problems. Annual Diversity Training will be provided for members of the Equal Application Committee along with T3 training. In addition, diversity training will continue to be available in New Employee Orientation.

Vehicle Voucher | 315
$1,500 non-transferrable vehicle voucher for the purchase of a new GM vehicle in 2024.

Bonus Taxes | 313
All bonuses will be paid in regular weekly paychecks but will be taxed separately from regular earnings.

Document 8 | 165
Members in steps 4 and 5 of the process will now be allowed to use VR time without pre-approval.
All members will have the last step removed from their record.

Joint Activities | 81-100
The Joint Activities Trust Funds to be funded for the life of the agreement.

Severe Weather Letter | EX. D 133 PLUS A
The UAW was successful in strengthening the language around the weather letter pertaining to Short Work Week (SWW) for severe weather and the 40% threshold required.

Legal Services | 287-289
The UAW was successful in continuing to provide the necessary funding to maintain the Legal Services Plan as well as now allowing Temporary Employees the opportunity to use the benefit. If you leave the company you will be able to finish a case you have started.



84 HOLIDAYS OVER FOUR AND A HALF YEARS

Holiday Added | 43A-44A

Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-four (84) holidays will be provided to UAW GM during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	**Christmas Holiday Period**
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
July 5, 2024	Day after Independence Day
Sept. 2, 2024	Labor Day

2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	
Dec. 24, 2024	**Christmas Holiday Period**
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	**Christmas Holiday Period**
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	**Christmas Holiday Period**
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar. 26, 2027	Good Friday
Mar. 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028

Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	**Christmas Holiday Period**
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter

THE NEGOTIATIONS PROCESS

WHO'S WHO

UAW National GM Council: Elected local leadership at UAW-represented GM facilities represent members' interests on the National Council.

UAW National GM Sub-Councils: National GM Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, CCA).

UAW National Negotiators: Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

Negotiations Sub-Committee: Made up of UAW National Negotiators and the UAW National GM Department. Sub-Committees are broken down by subject matter.

UAW National Resolutions Committee: Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

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

TIMELINE

10.10.22
UAW National Resolutions Committee and National Negotiators are elected in Atlantic City, NJ.

10.11.22
Letter sent to local UAW leadership from UAW National GM Department requesting membership resolutions.

3.13.23
UAW National GM Sub-Councils meet in Detroit to approve membership resolutions from their facilities.

3.27.23
UAW Special Bargaining Convention is held in Detroit.

4.17.23
UAW National Resolutions Committee meets in Detroit and organizes the approved resolutions into the 2023 Collective Bargaining Proposals Book.

4.24.23
UAW National Negotiating Committee meets in Detroit for negotiations preparation and National GM Department reports.

5.23.23
UAW National GM Council meets in New Orleans, LA and votes to approve resolutions. Resolutions then become demands for negotiations.

7.11.23
Membership demands are complied with UAW National GM program demands and assigned to the appropriate sub-committee.

7.17.23
Opening Ceremony, AEB GM Tech Center – the official kick-off of the 2023 National Negotiations.

7.18.23
Negotiations begin in sub-committees. Each piece of language negotiated is reviewed and approved by all UAW National Negotiators.

8.21.23
Strike authorization voting begins at UAW locals and ended on Thursday 8.24.2023

9.15.23
2019 UAW GM CBA expires.

GENERAL MOTORS DEPARTMENT STAFF

Mike Booth, Vice President and Director

Dave Shoemaker
Administrative Assistant

Nicole Current
Top Administrative Assistant

Mike Plater
Administrative Assistant

Todd McDaniel
Assistant Director

Leo J. Skudlarek II
Assistant Director

Jason Beardsley
Assistant Director

Chris Gallagher
Assistant Director

Jeff Walker
Assistant Director

UAW GM NEGOTIATING COMMITTEE

Sub-Council		Local	Sub-Council		Local
1	Arniece Stephenson	1753	3	Rob Egnor	211
2	Wiley Turnage	22	3	Nick Capone	1097
2	Eric Welter	598	4	Ed Smith Chairperson	659
2	Doug Bias	31	5	Earl Fuller Jr. Recording Sec.	160
3	Tony Mann	668	5	Kenny Hines	276
3	Jeff King Vice Chairperson	14			

COORDINATORS

Andrea N. Morrow
Sean D'Angelo

Dave Matthews
John Szafranski
Amie Coville

Dan Reyes
Monica M. Bradford

STAFF

Derik Jewell
Candice Morrison
Dewitt "Mac" McGowan Jr.
Scott Lubaczewski
Sean Nagoda

Matt Collins
Joanna Bonner
Shawn Cook
Mia Carr

Michael Cox
Brian Fredline
Chris Webb
Steve Gajewski

Rick Toldo III
Matt Slade
Dwayne "Hawk" Hawkins
Barry Campbell

ADMINISTRATIVE STAFF

Della Turner

Mary Leak

Gina Brugilo

PRESIDENT'S OFFICE STAFF

Chris Brooks
Top Assistant

Paul Caucci
Top Assistant

Jason Wade
Top Assistant

Benjamin Dictor
Counsel

Bill Karges
Associate General Council

James Britton
Associate General Council

Jeff Dokho
Research Director

Matt Uptmor
Administrative Assistant

Renee Turner-Bailey
Social Security Director

Jonah Furman
Communications Director

Max Fazeli
Assistant Director

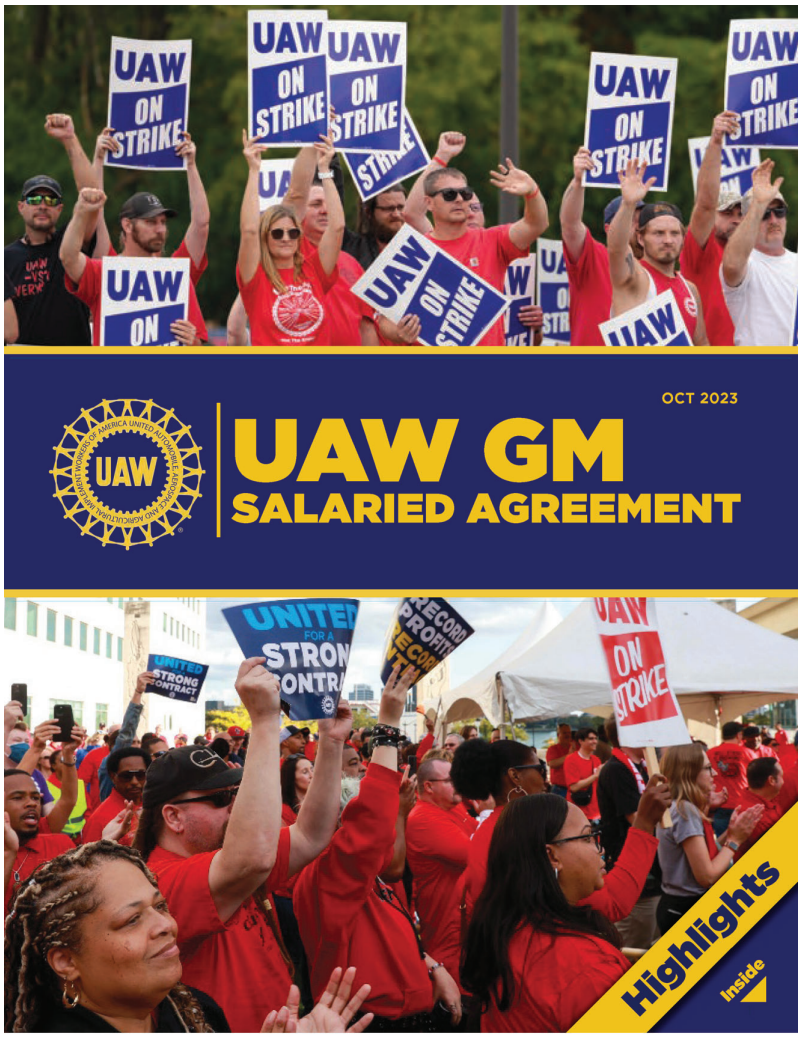
Bob Mikulan
Assistant Director

Rob Sciotti
Benefits Rep

2023 UAW GM NATIONAL NEGOTIATING TEAM



This is the UAW GM National Negotiating Committee whose determined efforts, along with those of the UAW National GM Department, and other UAW staff, produced this tentative agreement. **Shawn Fain i**s the President of International Union, UAW; **Mike Booth** is Vice President and Director of the UAW National GM Department; **Nicole Current** is the Top Administrative Assistant to Booth; **Chris Brooks, Paul Caucci** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Mike Plater** is Administrative Assistant UAW GM Department; **Dave Shoemaker** is Administrative Assistant UAW GM Department; **Jeff Dokho** is Director of the UAW Research Department; **Renee Turner-Bailey** is Director of the UAW Social Security Department; **Todd McDaniel** is Assistant Director UAW GM Department; **Ed Smith** is Chairperson, Local 659 Subcouncil 4; **Jeff King** is Vice Chairperson, Local 14 Subcouncil 3; **Earl Fuller Jr.**, is Recording Secretary, Local 160 Subcouncil 5; **Doug Bias Jr.**, Local 31 Subcouncil 2; **Tony Mann**, Local 668 Subcouncil 3; **Wiley Turnage**, Local 22 Subcouncil 2; **Rob Egnor**, Local 211 Subcouncil 3; **Nick Capone**, Local 1097 Subcouncil 3; **Arniece Stephenson,** Local 1753 Subcouncil 1; **Eric Welter**, Local 598 Subcouncil 2; **Kenny Hines**, Local 276 Subcouncil 5; **Takiesha Hilliard**, Local 598 UAW GM Subsystems Council; **Jimmy Woodward**, Local UAW 5960 GM Subsystems Council; **Leo Skudlarek II** is Assistant Director UAW GM Benefits Department; **Jason Beardsley** is Assistant Director UAW GM Health and Safety Department; **Chris Gallagher** is Assistant Director UAW GM Work Family, ADAPT and Training Departments; **Jeff Walker** is Assistant Director UAW GM GMS Department; **Dave Matthews** is Coordinator UAW GM Department; **Dan Reyes** is Coordinator UAW GM Employee Placement Department; **Monica Bradford** is Coordinator UAW GM Work Family Department; **Dwayne Hawkins** International Servicing Rep UAW GM Department; **John Szafranski** is Coordinator UAW GM Training Department


UAW ON STRIKE
OCT 2023
UAW GM
SALARIED AGREEMENT
Highlights
Inside

UAW GM

SALARIED WORKERS CONTRACT SUMMARY

OCTOBER 2023



Highlights

- Wage Increases
- COLA Restored
- Discipline Letter Improvements
- Advanced Notice to Schedule Changes
- Union Protection
- Merit & TeamGM Funds Allocation Process Maintained
- Union Leadership to be Trained
- Enhanced Medical Employee Training Opportunities
- New Employee Training Enhanced
- Understanding Benefits & Dispute Resolution Process
- Education & Development Bonus
- Full-Time Nurses Uniform & Shoe Allowance Increased
- Supplemental On-Call Nurses Uniform & Shoe Allowance Increased
- Increased Holidays

A Message to UAW Members at GM

Dear UAW GM family,

I think we can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean our leadership and our national negotiators. We mean we, the UAW. We mean the brave Stand Up Strikers of Local 2250 Wentzville Assembly. Then came the reinforcements, at all our CCA facilities across the country, shutting down the parts depots from California to North Carolina. Soon they were joined by the members of Local 602 at Lansing Delta Assembly. That wasn't enough for GM. So we took out the big guns: Arlington Local 276 put the company on the ropes, and mighty Spring Hill Local 1853 landed the knockout blow.

Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members. We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all.

We set out to do many things that we were told were impossible. We fought like we've never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. We brought back a three-year wage progression for hourly production workers. We killed the wage tiers at CCA and GMCH. We brought Subsystems and Brownstown into the Master Agreement.

We also achieved something we were told just weeks ago was impossible: we brought Ultium Cells workers who make electric vehicle batteries for GM into our Master Agreement as well. We have stopped the race to the bottom, and are ensuring that green jobs are good jobs.

When we say it's a record contract, that's not just talk. The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than GM workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives. In a major breakthrough for our salaried members, for the first time ever, the Salaried Bargaining Unit will receive General Wage Increases, and at the same level as our hourly members.

Just as importantly, we did it together. From the International Executive Board and the President's Office to the UAW GM Department, to our national negotiators, our National GM Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand. While we may not have won everything we wanted, we won more than most people thought was possible. This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both whole-heartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Mike Booth, Vice President
UAW GM Department



Scan the QR Code for the White Book

HISTORIC WAGE INCREASES

For the first time ever, we were able to negotiate General Wage Increases for our Salaried Bargaining Unit. Not only did we get GWIs, we got them every year, and matched our Hourly raises for a total of *25% over the life of the contract*.

We also made history by winning Cost of Living (COLA) for our salaried members at GM, which will further boost the economic gains in this agreement.

GENERAL WAGE INCREASES | 10

DATE	GWI Percentage
October 23, 2023	11%
September 16, 2024	3%
September 15, 2025	3%
September 21, 2026	3%
September 20, 2027	5%

25%

COLA RESTORED | 10

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2011 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index ("CPI") published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate $1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under this scenario, COLA would provide a total value of around $8,800 through the CBA term.

COLA also offers strong protection in the case of extreme inflation like we have seen over the past few years. For example, under a 5% average annual increase scenario (or 20%+ over the CBA term) our COLA formula would generate $6.25 per hour.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay.

Consistent with the formula suspended in 2011, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated will be folded into base wages, premium, all contractual paid time off, and call-in pay.

GAINS FOR SALARIED WORKERS

Discipline Letters | 2
Members will now be notified of and will have access to disciplinary letters filed and entered into the employee's electronic personnel file within three (3) days of the action taken. The remainder of Paragraph (64) will remain the same as previously written.

Advanced Notice to Schedule Changes | 6
The bargaining committee demanded advanced notice of management decisions that would negatively impact the schedules for supplemental on-call nurses: The company agrees to notify the Local Union Chairperson, as far in advance as possible, of any changes, additions or deletions that would impact the schedules of supplemental on-call nurses. The parties also discussed the rates of pay for the supplemental on-call nurses classification and committed to perform an annual compensation review.

Union Protection | 7
Protections for union members incase the company sells any part of the business. During these negotiations, the Union requested the company to agree that any sale of an operation as an ongoing business, with UAW-Represented salaried employees, would require the buyer to assume the 2023 UAW-GM Salaried Master Agreement. The company agreed to do so in the case of any sale during the term of the 2023 Agreement.

TRAINING

Union Leadership To Be Trained | 12
The Union won important training opportunities for the Local Union Chairperson. The Chairperson of each bargaining unit will be invited and allowed to attend UAW-GM Health and Safety Training Seminars, UAW-GM Health and Safety Conferences, as well as UAW-GM Key 4 Conferences.

Enhanced Medical Employee Training Opportunities | 13
Full-Time nurses wishing to be trained in Audiometric or Spirometry will be included in the nurse's Individual Development Plan. Additionally, supplemental on-call nurses can now request to be trained in CPR, Audiometric and Spirometry. These requests will be reviewed and prioritized by management.

New Employee Training Enhanced | 14
The company agreed to ensure all new employees have the training and tools necessary to perform their jobs fully, prior to being placed on the assignment.

Understanding Benefits & Dispute Resolution Process | 17
Your negotiators won commitment from the company to include benefit training in "New Hire Orientation". Additionally, a dispute resolution process has been identified.

Education & Development Bonus | 18
The Union fought for and won a "Training and Education" Bonus of $5,000.

ALLOWANCES

Full-Time Nurses Uniform & Shoe Allowance Increased | 15
Your committee bargained an increase of $150 in the annual uniform and shoe allowance for full-time health care members.

Supplemental On-Call Nurses Uniform & Shoe Allowance Increased | 16
The company has agreed to increase the uniform and shoe allowance for those Supplemental On-Call Nurses that were compensated more than 300 hours in 2023 by $100. For those Supplemental On-Call Nurses that were compensated 300 or less hours during 2023, the increase will be $50.

UAW GM SALARY

This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

Merit & TeamGM Funds Allocation Process Maintained | 8-9
The company attempted to water down the process for allocating the Merit and TeamGM funds. Your Union was able to maintain the process of allocating the funds across all bargaining units within each function. Additionally, the union increased union involvement in reviewing the allocation process by including the Local Union Chairperson and the International Union Servicing Representative.

84 HOLIDAYS OVER FOUR & A HALF YEARS

Holiday Added
Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-four (84) holidays will be provided to UAW GM during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	**Christmas Holiday Period**
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
July 5, 2024	Day after Independence Day
Sept. 2, 2024	Labor Day

2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	**Christmas Holiday Period**
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	**Christmas Holiday Period**
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	**Christmas Holiday Period**
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar 26, 2027	Good Friday
Mar 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028

Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	**Christmas Holiday Period**
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter



THE NEGOTIATIONS PROCESS

WHO'S WHO

UAW National GM Council: Elected local leadership at UAW-represented GM facilities represent members' interests on the National Council.

UAW National GM Sub-Councils: National GM Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, CCA).

UAW National Negotiators: Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

Negotiations Sub-Committee: Made up of UAW National Negotiators and the UAW National GM Department. Sub-Committees are broken down by subject matter.

UAW National Resolutions Committee: Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

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

TIMELINE

10.10.22
UAW National Resolutions Committee and National Negotiators are elected in Atlantic City, NJ.

10.11.22
Letter sent to local UAW leadership from UAW National GM Department requesting membership resolutions.

3.13.23
UAW National GM Sub-Councils meet in Detroit to approve membership resolutions from their facilities.

3.27.23
UAW Special Bargaining Convention is held in Detroit.

4.17.23
UAW National Resolutions Committee meets in Detroit and organizes the approved resolutions into the 2023 Collective Bargaining Proposals Book.

4.24.23
UAW National Negotiating Committee meets in Detroit for negotiations preparation and National GM Department reports.

5.23.23
UAW National GM Council meets in New Orleans, LA and votes to approve resolutions. Resolutions then become demands for negotiations.

7.11.23
Membership demands are complied with UAW National GM program demands and assigned to the appropriate sub-committee.

7.17.23
Opening Ceremony, AEB GM Tech Center – the official kick-off of the 2023 National Negotiations.

7.18.23
Negotiations begin in sub-committees. Each piece of language negotiated is reviewed and approved by all UAW National Negotiators.

8.21.23
Strike authorization voting begins at UAW locals and ended on Thursday 8.24.2023

9.15.23
2019 UAW GM CBA expires.

GENERAL MOTORS DEPARTMENT STAFF

Mike Booth, Vice President and Director

Dave Shoemaker
Administrative Assistant

Nicole Current
Top Administrative Assistant

Mike Plater
Administrative Assistant

Todd McDaniel
Assistant Director

Leo J. Skudlarek II
Assistant Director

Jason Beardsley
Assistant Director

Chris Gallagher
Assistant Director

Jeff Walker
Assistant Director

UAW GM NEGOTIATING COMMITTEE

Sub-Council		Local	Sub-Council		Local
1	Arniece Stephenson	1753	3	Rob Egnor	211
2	Wiley Turnage	22	3	Nick Capone	1097
2	Eric Welter	598	4	Ed Smith Chairperson	659
2	Doug Bias Jr.	31	5	Earl Fuller Jr. Recording Sec.	160
3	Tony Mann	668	5	Kenny Hines	276
3	Jeff King Vice Chairperson	14			

COORDINATORS

Andrea N. Morrow
Sean D'Angelo

Dave Matthews
John Szafranski
Amie Coville

Dan Reyes
Monica M. Bradford

STAFF

Derik Jewell
Candice Morrison
Dewitt "Mac" McGowan Jr.
Scott Lubaczewski
Sean Nagoda

Matt Collins
Joanna Bonner
Shawn Cook
Mia Carr

Michael Cox
Brian Fredline
Chris Webb
Steve Gajewski

Rick Toldo III
Matt Slade
Dwayne "Hawk" Hawkins
Barry Campbell

ADMINISTRATIVE STAFF

Della Turner

Mary Leak

Gina Brugilo

PRESIDENT'S OFFICE STAFF

Chris Brooks
Top Assistant

Paul Caucci
Top Assistant

Jason Wade
Top Assistant

Benjamin Dictor
Counsel

Bill Karges
Associate General Counsel

James Britton
Associate General Counsel

Jeff Dokho
Research Director

Matt Uptmor
Administrative Assistant

Renee Turner-Bailey
Social Security Director

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SUBMISSION # 3
DATE 10/31/23
TIME 10:04 AM

MSG ES JK MC K.H. CD AS W.T. DB RE

~~2019~~ 2023 GM-UAW
CONTRACT SETTLEMENT
AGREEMENT

Agreement dated this ~~16th~~ 30th day of October ~~2019~~2023 between General Motors LLC, hereinafter called the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter called the Union.

The parties hereto agree as follows:

1. New National Agreement

A new National Agreement to be dated ~~October 16, 2019~~ October 30, 2023, and to become effective as hereinafter provided in Paragraph 21 of this Agreement has been negotiated by the parties hereto and consists of the provisions of the National Agreement between the parties dated October ~~25~~16, ~~2015~~2019, except for the changes hereinafter noted.

2. Unchanged Paragraphs

The following paragraphs, appendices and memoranda of the October ~~25~~16, ~~2015~~2019, Agreement as supplemented, shall be included in the new Agreement without change:

SUBMISSION # _____

DATE _____

TIME _____

INTRODUCTION
PREFACE

(1)	(21)	(43b)(1)(a)	(63)(a)(2)
(2)	(21)(1)	(43b)(2)	(63)(b)
(2a)	(21)(2)	(43b)(3)	(64)
(3)	(21a)	(44)	(64)(a)
(4)	(21b)	(45)	(64)(b)
(4a)	(21c)	(46)(1)	(64)(c)
(4b)	(22)	(46a)	(64)(d)
(4c)	(22a)	(47)	(64)(e)
(4d)	(22b)	(48)	(64)(f)
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(4f)	(23a)	(48)(2)	(64)(f)(2)
(4g)	(24)	(49)	(64)(f)(3)
(4g1)	(24a)	(50)	(64)(g)
(4g2)	(25)	(50)(1)	(64)(g)(1)
(4h)	(26)	(50)(2)	(64)(g)(2)
(4i)	(27)	(51)	(64)(h)
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(4j)	(29)	(53)	(66)(a)
(4k)	(30)	(54)	(66)(b)
(4l)	(31)	(55)	(66)(c)
(4m)	(32)	(56)	(66)(d)
(4n)	(33)	(57)	(67)
(4o)	(34)	(58)	(68)
(4p)	(35)	(59)	(69)(a)
(4q)	(36)	(60)	(70)
(4r)	(37)	(60a)	(71)
(4s)	(38)	(61)	(72)
(5)	(38)(1)	(61a)	(73)
(5a)	(38)(2)	(61a)(a)	(73a)
(6)	(38)(3)	(61a)(b)	(73a)(1)
(6a)	(38)(3)(a)	(61a)(c)	(74)
(7)	(38)(3)(b)	(61a)(d)	(74a)
(8)	(38)(3)(c)	(61b)	(75)
(9)	(38)(3)(d)	(61b)(a)	(76)
(10)	(38)(3)(e)	(61b)(b)	(76a)
(11)	(38)(3)(f)	(61b)(c)	(76b)
(12)	(39)	(61b)(c)(1)	(77)
(13)	(40)	(61b)(c)(2)	(78)
(14)	(41)	(61b)(d)	(78a)
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(19)	(43)	(62)	(79a)
(20)	(43a)	(63)	(79a)(a)
(20a)	(43b)(1)	(63)(a)(1)	(79a)(b)

SUBMISSION # _____

DATE _____

TIME _____

(79b)	(104)	(130)	(171)(2)
(79c)	(105)	(131)	(171)(2)(a)
(79d)	(105a)	(132)	(171)(2)(b)
(79e)	(106)	(132)(a)	(171)(2)(c)
(79f)	(107)	(134)	(172)
(79g)	(108)	(135)	(173)
(79h)	(109a)	(136)	(174)
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(83)	(111)(a)	(138)(b)	(177)
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(84)(b)	(111)(c)	(139)	(179)
(85)	(112)	(140)	(180)
(86)	(112)(1)	(140a)	(180)(e)
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(87)(5)	(113b)	(142)	(183)(b)
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(90)	(118)	(147)	(185)
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(92)(a)	(120)	(149)	(187)
(92)(b)	(121)	(149a)	(188)
(92)(c)	(122)	(149a)(1)	(189)
(92)(d)	(122)(a)	(149a)(2)	(190)
(92)(e)	(122)(b)	(150)	(190)(a)
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(93)	(122)(d)	(155)	(190)(c)
(94)	(122)(e)	(159)	(191)
(95)	(122)(f)	(159a)	(192)
(96)	(122)(g)	(160)	(193)
(96a)(1)	(122)(h)	(161)(1)	(193a)
(96a)(1)(a)	(122)(i)	(161)(2)	(193b)
(96a)(1)(b)	(123)	(161)(3)	(194)
(96a)(2)	(124)	(161)(4)	(195)
(96a)(3)	(125)	(166)	(196)
(96a)(4)	(126)	(166)(a)	(197)
(97)	(127)(a)	(167)	(198)
(100)	(127)(b)	(170)	(199)
(101)(c)	(127)(c)	(170)(a)	(200)
(102)	(127)(e)	(170)(b)	(201)
(102a)	(128)	(171)	(202)
(103)	(129)	(171)(1)	(202a)

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(202b)
(202c)
(202e)
(202f)
(202g)
(202h)(1)
(202h)(1)(a)
(202h)(1)(b)
(202h)(1)(c)
(202h)(1)(d)
(202h)(1)(e)
(202h)(2)
(202h)(3)
(203)(1)
(203)(2)
(203)(3)
(203a)
(203b)
(204)
(205)
(205a)
(206)
(207)
(208)
(209)
(209)(1)
(209)(2)
(209)(3)
(209)(4)
(210)
(211)
(212)
(213)
(213a)
(213a)(a)
(213a)(b)
(214)
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(217)
(218)(a)
(219)
(220)
(221)
(222)
(225)
(226)
(227)
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Appendix D
Appendix F
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Appendix K

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Memorandum of Understanding on Overtime
Memorandum of Understanding on Work Centers
Memorandum of Agreement Voluntary Political Contributions
Memorandum of Understanding Re: Future Work Opportunity
Statement on Technological Progress

3. Amendments, Additions, Substitutions and Deletions

A. The following paragraphs, appendices, and memoranda of the October ~~25~~16, ~~2015~~ 2019 Agreement, as supplemented, shall be amended, as initialed by the parties and attached hereto, and shall be included in the new Agreement:

(46)
(69)
(69)(b)
(96a)(2)(a)
(96a)(2)(b)
(96a)(2)(c)
(98a)
(98b)
(101)(d)
(101)(e)
(101)(f)
(101)(g)
(101)(h)
(109)
(127)
(127)(d)(2)
(127)(f)
(127)(g)
(127)(h)
(127)(i)
(127)(j)
(127)(k)
(127)(l)
(127)(m)
(133)
(151)
(163)
(202d)
(203)
(203c)
(218)
(218b)
(223)
(224)
Appendix A and
Attachments B & C
Appendix L

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Memorandum of Understanding – Special Procedure for Attendance
Memorandum of Understanding for GMCH
Memorandum of Understanding Health and Safety Attachment "A"
Memorandum of Understanding Joint Activities
Memorandum of Understanding Tuition Assistance Plan
Memorandum of Understanding UAW-GM Wage and Benefit for In-Progression
Memorandum of Understanding Joint Skill Development and Training
Memorandum of Understanding Re: GMCH, Davison Road & Westchester – Appendix A Transfer Eligibility
Memorandum of Understanding Human Resource Development
Memorandum of Understanding Employee Assistance Program
Memorandum of Understanding GMS

B. The following paragraphs, appendices and memoranda, of the October ~~25~~16, ~~2015~~2019 as initialed by the parties, were deleted in the new Agreement:

(99a)
(99b)
(101)
(101a)
(101)(b)
(127)(d)(1)
(101)(i)
(101)(j)
(101)(k)
(101)(l)
(165)(1-3)

C. The following new paragraphs, appendices and memoranda, as initialed by the parties and attached hereto, shall be included in the new Agreement:

Memorandum of Understanding Skilled Trades Appendix A Transfer Eligibility for GMCH Facilities
Memorandum of Understanding Legal Services Plan Benefit – and Exhibit C

4. Personal Relief for Certain Employees

The policy noted below shall continue in effect for employees during the term of the new Agreement in the

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same manner and to the extent it has been applied under the September 20, 1961 Agreement between the parties, except that the amount of relief time as set forth in the policy expressed in ~~Doneen M. McDowell's~~Mike Perez's letter of ~~October 16, 2019~~ October 30, 2023 to the International Union, UAW, Attention: Mr. ~~Terry Dittes~~Michael J. Booth, Vice President and Director, General Motors Department, on the subject of relief shall be applicable to those employees to whom the above letter shall apply:

GM will provide sufficient relief person to provide each employee on production lines with 24 minutes of actual personal relief per shift taking into consideration that the first hour at the start of shift and the first one-half hour after lunch are not ordinarily required for relief except in emergencies; details to be implemented locally with the understanding this provision shall not interfere with any mutually satisfactory local practice.

[See Doc. 56]

5. Union Bulletin Boards and Publication Racks

The Union agrees to indemnify the Company against any and all actions, charges, claims, damages or losses of any kind or nature whatsoever resulting from, arising out of, based upon, or attributable to (1) any material posted or displayed on Union bulletin boards bearing the written approval of the President of the Local Union or the Chairperson of the Shop Committee, or (2) the display and/or distribution through the Union Publication Racks of publications of the Local Union and International Union which have been certified to Management as official by the President of the Local Union, the Chairperson of the Shop Committee or the International Union Representative.

[See Par. (46), (92)-(94)]
[See Doc. 6]

6. Indemnity Agreement

The Union agrees to enter into indemnity agreements with the Company and the GM-UAW Supplemental Unemployment Benefit Plan Fund whereby the Union indemnifies and protects the Company and the Plan against liability arising from the check-off of Union membership dues and initiation fees from employees' wages or from any Regular Benefits received under the GM-UAW Supplemental Unemployment Benefit Plan. Each of these agreements is to be similar in form and substance to the indemnity agreement executed by the parties in connection

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with the most recently expired Agreement, with such changes as may be necessary to make them conform to the current understanding of the parties.

[See Par. (4h),(4q)]
[See Doc. 18,19]

7. Miscellaneous Agreements

The miscellaneous Memoranda of Understanding and other Agreements between the Company and the Union which are listed on the attachment hereto entitled "Miscellaneous Agreements," are hereby reinstated to the extent applicable under their respective provisions and shall continue in effect for the life of the new Agreement.

8. Grievances Under Old Agreement

Grievances filed with Management prior to the effective date of the new Agreement, may be appealed to the Umpire and ~~considered by him~~ adjudicated under the provisions of the October ~~25~~16, ~~2015~~2019 Agreement as though that Agreement were in effect until the effective date of the new Agreement.

[See Par. (46)]

9. Local Agreements

It is agreed that any written local agreements, including but not limited to, local wage agreements, local seniority agreements and local shift preference agreements, entered into by the Shop Committees and Local Managements after ~~June 27, 2019~~July 6, 2023, currently in effect, shall continue as local agreements between the respective local Management and Shop Committee subject to their respective terminal provisions, if any, and subject to the provisions of the new Agreement, for the life of the new Agreement. Any local agreement without a termination clause shall terminate without further action by either party to such local agreement, with the effective termination of the new Agreement, and such local agreement shall not be terminated otherwise except as the parties to such local agreement may agree hereafter in writing.

[See Par. (59),(75),(100),(221)]

10. National Agreement Changes and/or Waivers

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It is agreed that it may be beneficial for local unions and local managements to consider alternative work schedules and other changes at particular plant locations. It is further agreed that in order to facilitate and encourage such innovations, it may be necessary to change and/or waive certain provisions of the National Agreement at such plant locations. It is understood that any such change or waiver would not be effective unless approved in writing both by the Company and the International Union, and such changes would be effective only at the plant location(s) specifically designated.

[See Par. (81)-(86),(89a),(220)]
[See Doc. 85,112,116,158]

11. Local Issues Strikes

The Company will waive the provisions of the National Agreement prohibiting the right to strike with respect to each plant in which the International Union, UAW, authorizes a strike arising out of current negotiations of local issues, demands and supplemental agreements for the duration of the continuance of such strike at such plant. No such strike shall be authorized or called, however, without at least 5 working days prior written notice by the Union to the Company of the intention to authorize any such strike.

[See Par. (117)]

12. Related Supplemental Agreements

Modified supplemental agreements are agreed to as shown on the pages which are initialed by the parties.

An amended Supplemental Agreement covering Pension Plan, Exhibit A; an amended Supplemental Unemployment Benefit Plan, designated as Exhibit D; and an amended Supplemental Agreement covering Profit Sharing Plan, Exhibit F are agreed to and renewed and shall be the same as those of the most recently expired Supplemental Agreements, except that they shall be revised as shown on the pages which are initialed by the parties, effective in accordance with and subject to the provisions of such pages.

13. Life and Disability Benefits Program and Health Care Program

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~~2019~~ 2023 Supplemental Agreements Covering Life and Disability Benefits Program, Exhibit B; and Health Care Program, Exhibit C, set forth in the pages which are initialed by the parties, are agreed to, effective in accordance with and subject to the provisions of such pages.

14. Personal Savings Plan/Dependent Care Reimbursement Plan

A ~~2019~~ 2023 Supplemental Agreement Covering Personal Savings Plan, Exhibit G; Dependent Care Reimbursement Plan, Exhibit J, set forth in the pages which are initialed by the parties, are agreed to, effective in accordance with and subject to the provisions of such pages.

15. Exhibit B - Life and Disability Benefits Program

Notwithstanding the provisions of Item 20 of this Contract Settlement Agreement, those provisions of Exhibit B to the new Agreement shall have as their effective date the effective date of the new Agreement.

16. Company-Union Committee on Health Care Benefits

The Company-Union Committee on Health Care Benefits will engage in activities which have a high potential for cost savings while achieving the maximum level of health care coverage and services for the money spent for such protection. The Company will make available funds up to $3,600,000 which may be spent over the ~~four-year period~~ duration of the 2023 GM-UAW National Agreement, beginning with the effective date of the ~~2019~~ 2023 GM-UAW National Agreement, to fund such mutually agreed upon activities as studies, pilot projects, and use of consultants.

17. Wages Earned Definition

For the purpose of this Agreement, monies distributed in the form of Profit Sharing, and Payments provided for in Document 92 shall be considered wages earned.

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[See Doc 92]
[See Profit Sharing Plan-Exhibit F]

18. Statement on Technological Progress

A statement, entitled "Statement on Technological Progress," as initialed by the parties, is attached hereto and made a part thereof.

[See Statement on Technological Progress]

19. Apprentice Safety Training

During the 1996 Negotiations the parties agreed to a revised Basic Safety Training Guide covering all approved GM-UAW Apprentice Training schedules except design classifications which reads as follows:

"The approximately 80 hours of safety instruction provided for will be incorporated into the shop or related training schedules or a combination of both. The total shop training shall remain 7,328 hours and the total related training shall remain 576 hours. The portion of the 80 hours to be provided as shop training shall be subtracted from existing 'Optional Hours.' The portion of the 80 hours to be provided as related training shall be subtracted from 'Unassigned' related training hours.

"When the method of providing this safety training has been jointly established locally it shall be reviewed by the Local Apprentice Committee and the Local Joint Committee on Health and Safety and a copy of each revised schedule shall be forwarded to the GM-UAW Skilled Trades and Apprentice Committee for approval. The schedules revised in accordance with this agreement will be adopted for those apprentices presently in the training program to the extent that they can be integrated into such revised programs without interfering with the progress of the apprentice."

[See Par. (122)f,(133),(145)]
[See Doc. 7]

20. Employee Benefit Plans and Programs

During the course of bargaining, the parties discussed the administration of the ~~2019~~ 2023 GM-UAW Employee Benefit Plans and Programs and the topic of consistent administration with the Delphi-UAW Employee Benefit Plans and Programs. The parties acknowledged the

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fact the administration of such programs under the new GM-UAW Agreement is impacted by its new provisions as well as other agreements reached between the parties including the 2006 UAW-GM-Delphi Special Attrition Program, the UAW-Delphi-GM Memorandum of Understanding Delphi Restructuring and the 2007 Term Sheet -- Delphi Pension Freeze and Cessation of OPEB, and GM Consensual Triggering of Benefit Guarantee.

21. Ratification and Effective Date

A. The new Agreement shall become effective on the first Monday following the date on which the Company receives satisfactory notice from the International Union that the new Agreement has been ratified by the Union membership provided that the Corporation receives said notice from the International Union on or before November 17, 2023 ~~November 1, 2019~~.

B. No provision of the new Agreement shall be retroactive prior to the date such Agreement becomes effective, unless otherwise specifically stated therein.
[See Par. (222)]

22. Counterpart Signatures

The signatures hereon shall be applicable to each of the various written agreements to which each party has committed itself in the same manner and with the same effect as if physically subscribed thereon.

The parties hereto, each by its duly authorized officials and representatives hereby accept this Contract Settlement Agreement and each and all terms and conditions thereof.

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INTERNATIONAL UNION, UAW	GENERAL MOTORS LLC
SHAWN FAIN	MARY BARRA
MICHAEL J. BOOTH	MARK REUSS
JASON WADE	PAUL JACOBSEN
NICOLE CURRENT	GERALD JOHNSON
MICHAEL PLATER	CRAIG GLIDDEN
DAVE SHOEMAKER	ARDEN HOFFMANN
JASON BEARDSLEY	LIN-HUA WU
CHRIS GALLAGHER	MIKE PEREZ
TODD MCDANIEL	MARK POLGLAZE
LEO J. SKUDLAREK II	DAVID COLASINSKI
JEFF WALKER	AMIE NOLAN-NEEDHAM
MONICA M. BRADFORD	JOHN HATER
AMIE COVILLE	DAVID WENNER
SEAN D'ANGELO	MATTHEW E. YORK
DAVE MATTHEWS	DAVID BARNAS
ANDREA N. MORROW	ROBYN HENDERSON
DAN REYES	MICHAEL JONES
JOHN SZAFRANSKI	JOY RICHARDS
ED SMITH	PATRICK MORISSEY
JEFF KING	LAMAR RUCKER
DOUG BIAS	LAURA M. SCHAFFRAN
NICK CAPONE	STEVE SFERRA
ROB EGNOR	KIM CARPENTER
EARL FULLER	ART HUBER
KENNY HINES	DEBRA NICHOLSON
TONY MANN	JANE SCOTT
ARNIECE STEPHENSON	TOM IRELAND
WILEY TURNAGE	JAFFER ALQAMOUSSI
ERIC WELTER	MICHELLE ANTCZAK-HEALEY
JOANNA BONNER	BRAD BALENCIC
BARRY CAMPBELL	JACQUELYN BROUSSEAU
MIA CARR	MONIQUE CALLAHAN-JACKSON
MATT COLLINS	KELLY COPUS
SHAWN COOK	KIM DILWORTH
MICHAEL COX	ANTON DIRNBERGER
BRIAN FREDLINE	MALISA DUBAL
STEVE GAJEWSKI	PAM DWYER
DWAYNE HAWKINS	JODI FULTZ
DERIK JEWELL	LOURDES GARCIA
SCOTT LUBACZEWSKI	STEVEN GARRISON
DEWITT MCGOWAN JR.	STEPHEN GIROUARD
CANDICE MORRISON	AMANDA GLADSON
SEAN NAGODA	MELISSA GODDARD
MATT SLADE	DAN HELM
RICK TOLDO III	MARIA HILTUNEN
CHRIS WEBB	AMY JACOBI
	MANISH JAIN
	JILL KANABY
	DAWN KOPACZ
	KYLE KUMRITS
	BEN KWAKYE
	MELANIE LALONDE
	ELIZABETH LAMARRA
	JOHN MARCUM
	RYAN MCDOWELL
	KELLEN MYERS

SUBMISSION # _____

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INTERNATIONAL UNION, UAW	GENERAL MOTORS LLC
	DIRK OVERDICK-ROTH
	ALEX PEFLEY
	SHERMAN PERKINS
	MICHELE RAY
	HILARY ROSS
	MATT SEDLARIK
	LAURA SEIDEL
	JEFF SETZKE
	JUSTIN SLUSARZYK
	STEVEN SORGELOOS
	ROB TOMINELLO
	COURTNEY YOUNGS
	KIM YOURCHOCK
	JACOB ARTZI
	LINDSEY BODEN
	DOUG BRYANT
	MARK CASPER
	LOUIS CHAPMAN
	JACK CRAWLEY
	SARAH FOTHERINGHAM
	SANEA GILES
	ASHLEE GRACE
	DEBORAH JACKSON
	ANGELICA JEFFERIES
	JESSICA LANDRO
	DANIELLE LONG
	ALLYSON LUNAY
	JOSH MANGER
	STEVEN MURPHY
	TASHA PAGE
	ROSS PERSON
	SARAH QUEHL
	TERRANCE ROBERTS
	JAMES ROBINSON
	AMANDA ROSEMAN
	RACHEL SEELEY
	NADER SHIRI
	POONAM SINGH
	RAQUEL SOUZA
	SARAH SPANNBAUER
	BETH STRACKBEIN
	PAUL TERZINI
	YONATON URIBE
	CARLY WADE
	DENISE WELCH
	MATTHEW WILLIAMS
	LARA WOLF

STATEMENT ON TECHNOLOGICAL PROGRESS

During negotiations the International Union has claimed that certain work which is performed at some plant locations where the UAW is the certified bargaining representative of certain employees has been improperly assigned to non-represented employees of General Motors.

The Corporation is mindful of the Union's concern regarding the scope and content of job classifications of employees in the UAW bargaining unit and how such may be affected by advancing technology. Accordingly, the GM-UAW Skilled Trades and Apprentice Committee will meet at a minimum of semi-annually to review any new technology introduced across multiple locations that may impact GM-UAW represented employees and discuss matters concerning new or advanced technology that cannot be resolved locally and are referred to it by local unions or local managements as well as claims of erosion of the bargaining unit.

Since the first National Agreement of June 24, 1940, many necessary changes in methods and processes have had an impact upon the scope and work content of job classifications of both represented and non-represented employees.

Advancing technology has created, and will continue to create, new and more complex problems bearing upon the work content of job classifications of employees represented by the Union.

It is not the Corporation's policy to assign to non-represented employees work which comes within the scope and content of that normally assigned to represented employees at a particular plant location. The Corporation recognizes that mere novelty or the sophistication of new technology alone is not grounds for withdrawing work from represented employees. Similarly, the Corporation does not believe that the perimeters of the bargaining unit at a particular plant location should be expanded simply by the introduction of new technology.

It is recognized that advances in technology may alter, modify or otherwise change the job responsibilities of represented employees at plant locations and that a change in the means, method or process of performing a work function including the introduction of computers, energy management systems, modem, art to part, tool cutting paths and fiber optics, CAM, CMM, CAE, 3D Visualization or

other new or advanced technology will not serve to shift the work function from represented to non-represented employees. Therefore,

1. Where a work function at a plant location preceded the certification of the Union, the work function will be assigned as it was assigned at the time of certification, unless there has been a written agreement otherwise.

2. Where a work function was introduced at a plant location following the certification of the Union, the work function will be assigned as it was originally assigned, unless there has been a written agreement otherwise.

The Corporation and the International Union are in agreement that the assignment of represented or non-represented employees depends upon the work function involved and not necessarily upon the work tasks required to accomplish such work function.

Notice and Discussion

The Corporation agrees to advance written notification to local unions at locations planning the introduction of new or advanced technology so as to permit meaningful discussion of its impact, if any, upon skilled or non-skilled employees.

The Chairperson of the Shop Committee, the Personnel Director, and/or their designated representatives will comprise a Plant New Technology Committee and shall meet on a regularly scheduled basis. At such time, the Local Management will describe for the Plant New Technology Committee the extent to which such technological changes may affect the work performed by represented employees at the plant location involved. The Chairperson of the Shop Committee and the International Union will be provided a written description of the technology involved, the equipment being introduced, its intended use and the anticipated installation date(s). During the discussions the Chairperson of the Shop Committee may include as members of the Plant New Technology Committee, other Local Union representatives such as the Health and Safety Representative, a representative from the Local Joint Skill Development and Training Committee, a member of the Local Apprentice Committee, or other employees, as necessary, in order to review and provide input on the various matters of concern

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relative to the introduction of the new technology involved. Accordingly, the parties agreed upon the following examples of situations where notification should be given and subjects that may be discussed:

A) The first introduction of a technology as compared to previously existing plant technology.

B) Introduction of a new, more advanced generation of existing technology having a significantly different impact on the bargaining unit.

C) Introduction of a new application of existing technology which has a significantly different impact on the bargaining unit.

D) The type of equipment or process to be introduced and its location.

The parties also highlighted that the National Agreement provides for notification to take place as far in advance of implementation of the technological change as is practicable. This is not only to enable the Plant New Technology Committee to discuss the impact such introduction of technology has on the bargaining unit, but also to discuss timely implementation of employee training to prepare them to perform their appropriate functions.

Training

The Union has also voiced concern about the possibility that new, technologically impacted bargaining unit work will not be awarded to represented employees because they are insufficiently trained to perform it. In view of the parties' interest in affording maximum opportunity for employees to progress with advancing technology, as part of the advanced discussion, the parties will identify appropriate specialized training programs, which may be developed, purchased and/or vendor provided, and include a proposed training timeline to be made available as far in advance of the technology's introduction to the plant as practicable, so that employees will be capable of performing new or changed work normally performed by represented personnel.

Dispute Resolution

The following paragraphs set forth a means of resolving disputes concerning particular problems occasioned by advancing technology.

Where the initial introduction of new or advanced technology at a plant location occasions a question of whether:

1) certain new work should be assigned to represented employees,

2) affects the job responsibilities of represented employees, or

3) otherwise impacts the scope of the bargaining unit,

The Plant New Technology Committee will attempt to resolve the matter without resorting to the grievance procedure. Local Management will cooperate in the Plant New Technology Committee's investigation and evaluation of impact issues raised due to the introduction of new or advanced technology. Comments by the Committee will be carefully evaluated by the Local Management in accordance with the Corporation's policy relative to the assignment of work which comes within the scope and content of that normally assigned to represented employees at the plant location. If the issue remains unresolved either party may request involvement of the GM-UAW Skilled Trades and Apprentice Committee. Any remaining unresolved issues may be introduced into the second step of the grievance procedure as provided in Paragraph (31) of the National Agreement.

Settlements made by the local parties concerning the assignment of work functions as between represented and non-represented employees in relation to the new or advanced technology discussed will be forwarded to the International Union and the Corporation and will be reviewed by the GM-UAW Skilled Trades & Apprentice Committee within thirty (30) days of receipt of the settlement. In the event either the Corporation or the International Union does not approve the settlement following the review by the National Committee, the subject matter in dispute will be referred to the Management-Shop Committee Step of the Grievance Procedure and processed in accordance with the applicable provisions of the Grievance Procedure.

[See CSA #18]

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Powers of the Umpire

(46) It shall be the function of the Umpire, after due investigation and within a reasonable period of time after submission of the case, to make a decision in all claims of discrimination for Union activity or membership and in all cases of alleged violation of the terms of the following sections of this Agreement, and written local or national supplementary agreements on these same subjects: Recognition; Representation; Grievance Procedure; Seniority; Disciplinary Layoffs and Discharges; Call-In Pay; Working Hours; Leaves of Absence; Union Bulletin Boards; Establishment of New Plants; Strikes, Stoppages and Lockouts; Wages, except Paragraph (97); General Provisions; Apprentices; Skilled Trades, except as provided hereinafter; Vacation Entitlement; Holiday Pay; Paragraphs (79) through (79f), relative to procedures on Production Standards; Paragraph (79h); and of any alleged violations of written local or national wage agreements. The Umpire shall have no power to add to or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto; nor to establish or change any wage; nor to rule on any dispute arising under Paragraphs (78) through (78d), (79g) or (79i) regarding Production Standards; nor to rule on a case handled pursuant to Paragraph (42a)(2). The Umpire shall have no power to rule on any issue or dispute arising under The Waiver Section, Paragraphs (226), (227) or the Pension Plan, Life and Disability Benefits Program, Health Care Program, Profit Sharing Plan, Personal Savings Plan, Legal Services Plan, Supplemental Unemployment Benefit Plan, or Dependent Care Reimbursement Plan, except with respect only to the question of whether a discharged employee should receive a supplemental allowance pursuant to Section ~~7~~ 6 of Article II of the Pension Plan (Exhibit A-1). Any case appealed to the Umpire on which the Umpire has no power to rule shall be referred back to the parties without decision.

[See Par. (220)]
[See App. F-2]
[See Doc. 27]
[See CSA #8]
[See Exhibit D GIS Elimination Letter]

1

DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP MEJ

(69) Any employee who has been transferred from a supervisory or non-supervisory position to a job classification in the bargaining unit shall be credited with seniority as hereafter established provided:

(a) The employee previously worked on a job classification in the bargaining unit. This shall also be applied to employees who were promoted prior to certification of the Union.

(b) The employee's employment with the Corporation has remained unbroken.

The seniority of such employee returning to the bargaining unit will be established as provided below:

1. All seniority established prior to March 1, 1977.

2. All time worked in the bargaining unit subsequent to March 1, 1977.

3. All time worked in a supervisory position subsequent to October 15, 1984 and prior to January 1, 2000.

4. All time worked in a temporary supervisory position that did not exceed 120 days in any calendar year between January 1, 2000 and December 31, 2011.

5. All time worked in a supervisory position that does not exceed 180 days in any calendar year subsequent to January 1, 2012.

6. All time worked in a non-supervisory position that does not exceed 180 days in any calendar year subsequent to September 14, 2023.

Such employee will be returned to the classification in the department or group previously held prior to leaving the bargaining unit if such assignment did not exceed sixty (60) days. However, if such last previously held classification in the department or group is no longer in existence, the employee may be placed in accordance with Paragraph (59). In no event shall such employee be transferred to a bargaining unit job at a time when the employee has insufficient seniority to be so placed.

When an employee is transferred from the bargaining unit to a supervisory or non-supervisory position, the Chairperson of the Shop Committee will be given a letter specifying the employee's name. When such

2

DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MEY

supervisory or non-supervisory employee is returned to a job classification in the bargaining unit, the Chairperson of the Shop Committee will be given a letter notifying of such transfer back into the bargaining unit. The transfer of an employee from a supervisory position back into the bargaining unit will not result in the layoff of a seniority employee.

[See Doc. 141]

3

(2) When employees are relocated, they will be given a choice from the following Relocation Packages:

(a) Option 1- Enhanced Relocation:

Employees who transfer voluntarily will receive a Relocation Allowance up to a maximum of $30,000, $6,000 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures. An additional amount of $16,000 will be paid to the employee at the new location.

~~In addition, spousal relocation assistance will be provided.~~

After one (1) year of employment, employees may receive $8,000 if they continue to be employees of the new location.

Employees who transfer involuntarily and select Option 1 – Enhanced Relocation will receive a Relocation Allowance up to a maximum of $37,500. $7,500 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures. An additional amount of $20,000 will be paid to the employee at the new location.
After one (1) year of employment, employees may receive $10,000 if they continue to be employees of the new location.

Employees who are placed in accordance with Appendix A and accept the Enhanced Relocation Allowance will not be eligible to initiate another Extended Area Hire placement or initiate an Area Hire placement as an active employee for a period of 36 months unless the employee's status changes to laid off. In the event the plant has employees on indefinite layoff with no likelihood of recall into the active workforce, the 36-month period will be eliminated.

Employees receiving the Enhanced Relocation Allowance will terminate their seniority at all other GM locations and, therefore, not be eligible for recall/rehire or Return to Former Community.

Detailed information regarding payments and other Relocation Help Services regarding the Enhanced Relocation Allowance will be made available to employees.

(b) Option 2- Modified Enhanced Relocation:

4

DATE INITIALED: OCT 30 2023

INITIALED BY PARTIES: MP MEY

The Modified Enhanced Relocation option is available only to employees transferred involuntarily under the provisions of Appendix A, Extended Area Hire.

Employees will receive a Relocation Allowance up to a maximum of ~~$30,000~~37,500, ~~$4,800~~6,000 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures.

~~In addition, spousal relocation assistance will be provided.~~

If they continue to be employees at the new location, the following schedule of additional payments will be made on the anniversary of their start date:

After 1 year: ~~$5,200~~6,500
After 2 years ~~$10,000~~12,500
After 3 years ~~$10,000~~12,500

Employees choosing the Modified Enhanced Relocation may be recalled as soon as practicable taking into consideration the operational impact to the sending and receiving plants and may exercise Return to Former Community rights after six (6) months of employment at the new location.

Employees who choose to Return to their Former Community are not entitled to receive any additional relocation payments. In addition, employees refusing to Return to Former Community are not entitled to receive the $6,000 payment for relinquishing their Return to Former Community rights.

(c) Option 3 - Basic Relocation:

Employee will receive Relocation Allowance in the amount of $5,000.

The employee who accepts the Basic Relocation Option will be eligible to apply for return to former community after working at the plant of relocation for a period of six (6) months or upon indefinite layoff from the plant of relocation (Seniority Return to Former Community–Section VI). The employee may submit an Extended Area Hire application in accordance with the Memorandum of Understanding Employee Placement (Section II – Extended Area Hire) after working at the plant of relocation for a period of one (1) year or upon indefinite layoff from the plant of relocation.

5

If an employee is recalled or rehired to a former plant and elects to return to that plant, the employee will be returned as soon as practicable taking into consideration the operational impact to the sending and receiving plants.
[See App. A]

(98)(a) General Increases. During the 2023 National Negotiations, the parties agreed that Manufacturing Traditional production employees (those other than skilled manufacturing employees hired prior to October 16, 2007) and Skilled Trades journeypersons ~~Employees whose straight-time hourly wage rate was $29.10 or more as of September 14, 2020~~, shall receive an increase to their base wage rate (exclusive of shift premium, seven-day operator premium, and any other premiums) effective on~~the~~ October 23, 2023 and thereafter in accordance with the table below.

	10/23/2023	Effective 09/16/2024	Effective 09/15/2025	Effective 09/21/2026	Effective 09/20/2027
General Wage Increase %	11%	3%	3%	3%	5%

~~Straight-Time Hourly Wage Rate — Wage Increase~~

~~Less than 29.10 — $0.86~~
~~29.10 – 29.16 — $0.87~~
~~29.17 – 29.49 — $0.88~~
~~29.50 – 29.83 — $0.89~~
~~29.84 – 30.16 — $0.90~~
~~30.17 – 30.49 — $0.91~~
~~30.50 – 30.83 — $0.92~~
~~30.84 – 31.16 — $0.93~~
~~31.17 – 31.49 — $0.94~~
~~31.50 – 31.83 — $0.95~~
~~31.84 – 32.16 — $0.96~~
~~32.17 – 32.49 — $0.97~~
~~32.50 – 32.83 — $0.98~~
~~32.84 – 33.16 — $0.99~~
~~33.17 – 33.49 — $1.00~~
~~33.50 – 33.83 — $1.01~~
~~33.84 – 34.16 — $1.02~~
~~34.17 – 34.49 — $1.03~~
~~34.50 – 34.83 — $1.04~~
~~34.84 – 35.16 — $1.05~~
~~35.17 – 35.49 — $1.06~~
~~35.50 – 35.83 — $1.07~~
~~35.84 – 36.16 — $1.08~~
~~36.17 – 36.49 — $1.09~~
~~36.50 – 36.83 — $1.10~~
~~36.84 – 37.16 — $1.11~~
~~37.17 – 37.49 — $1.12~~
~~37.50 – 37.83 — $1.13~~
~~37.84 – 38.16 — $1.14~~
~~38.17 – 38.49 — $1.15~~
~~38.50 – 38.83 — $1.16~~
~~38.84 – 39.16 — $1.17~~
~~39.17 – 39.49 — $1.18~~
~~39.50 – 39.83 — $1.19~~
~~39.84 – 40.16 — $1.20~~

7

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MSH

~~(98)(b) Effective September 19, 2022, employees who were eligible for a base wage increase pursuant to Paragraph (98)(a) above shall receive a second base wage increase to their straight time hourly wage rate (exclusive of shift premium, seven-day operator premium, and any other premiums) in accordance with the table defined in Paragraph (98)(a).~~

~~NOTE: In the case of a classification, the rate for which is determined by a wage rule in the Local Wage Agreement relating the rate for the classification to the rate for another classification or classifications, the above tables will determine the rate for the classification where there is a conflict with such wage rule.~~
~~(See Par. (119) (182)(c))~~
On the effective date of the Agreement, Skilled Trades Journeypersons will receive a one-time tool allowance premium of $1.50 added to the base hourly rate. This tool allowance supersedes and replaces all other tool allowances for Skilled Trades.

8

DATE INITIALED: OCT 2 1 2022

INITIALED BY PARTIES: MP MSG

DELETE

(99)(a) Performance Bonus Lump Sum Payments.

During the current negotiations, the parties agreed to provide a lump sum 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	$1000	June 14, 2020
May 15, 2021	$1000	June 13, 2021
May 15, 2022	$1000	June 12, 2022
May 15, 2023	$1000	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 leave pursuant to Family and Medical Leave Act;
- On one of the following leaves of absence which has not exceeded ninety (90) days as of the eligibility date:
  - Informal (Paragraph 103)
  - Formal (Paragraph 104)
  - Sickness and Accident (Paragraphs 106/108)
  - Military (Paragraphs 112 or 218[a])
  - Educational (Paragraph 113)

In addition, should the International Union, UAW-GM Department raise any question of equity in application regarding specific employees, the Company agrees to meet on such cases in order to review the facts.

9

OCT 30 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEY

DELETE

(99)(b) An otherwise eligible employee who, during the twelve (12) month period immediately preceding the eligibility date, retires or dies will be eligible for partial payment of the Performance Bonus Lump Sum in accordance with the following table:

Weeks Worked	Amount of Payment
13 Weeks but Less than 26 Weeks	$250
26 Weeks but Less than 39 Weeks	$500
39 Weeks or more	$750

For employees who have died, such Performance Bonus Lump Sum shall be paid to their duly appointed legal representatives, if there be one, and, if not, to the spouses, parents, children, or other relatives or dependents of such persons as the Company in its discretion may determine.

10

OCT 30 2023

DATE INITIALED:_____

INITIALED BY PARTIES: MP MSY

DELETE

(101) Performance Bonus Payments. A Performance Bonus payment will be made to each employee who was also eligible for a base wage rate increase pursuant to Paragraphs (98)(a) and (98)(b) in accordance with the table below. In addition, In-Progression employees hired on or after November 16, 2015, will become eligible for this Performance Bonus Payment, after reaching the max of their respective wage table. However, employees who received a base wage increase in September 2019 will not be eligible for the Performance Bonus Payment in 2019.

Eligibility Date	Amount	Payable Week Ending
October 7, 2019	Four percent (4%) of Qualified Earnings	November 3, 2019
September 20, 2021	Four percent (4%) of Qualified Earnings	October 17, 2021

An employee shall become eligible for a Performance Bonus payment as hereinafter defined, provided the employee has seniority as of the designated eligibility date set forth above.

An employee's Performance Bonus will be based on the qualified earnings during the 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 General Motors during each designated Performance Bonus eligibility year resulting from the following:

Hourly Base Wages*
Shift Premium*
Vacation Entitlement
Holiday Pay
Seven-Day Operator Premium
Bereavement Pay
Jury Duty Pay
Apprentice Pay
Call-In Pay
Short Term Military Duty Pay

OCT 30 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MSG

*Including overtime, Saturday, Sunday and Holiday premium payments

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DELETE

(101)(a) An employee who retires during the Performance Bonus eligibility year provided in Paragraph (99)(b) and who, but for such retirement, would have had seniority as of the designated eligibility date, shall qualify for the Performance Bonus as defined in (99)(b).

13

DATE INITIALED: OCT 30 2023

INITIALED BY PARTIES: MP MEY

DELETE

(101)(b) In the case of employees who die during the Performance Bonus eligibility year, a Performance Bonus shall become payable as if they were seniority employees on the designated eligibility date and calculated based on their Qualified Earnings during the eligibility year as defined in Paragraph (101) above. Such Performance Bonus shall be paid to their duly appointed legal representatives, if there be one, and, if not, to the spouses, parents, children, or other relatives or dependents of such persons as the Company in its discretion may determine.

14

OCT 30 2023

DATE INITIALED:_____

INITIALED BY PARTIES: MP MEY

(101)(d) Cost of Living Allowance. ~~Each employee covered by this Agreement shall receive a Cost of Living Allowance in accordance with the provisions of Paragraphs (101)(g) and (101)(h).~~

~~It is agreed that only the Cost of Living Allowance will be subject to reduction so that, if a sufficient decline in the cost of living occurs, employees will immediately enjoy a better standard of living.~~

~~This provision does not apply to employees covered under the "Entry Level Memorandum of Understanding."~~
~~[See Par. (101)(e)]~~
~~[See Doc. 87]~~

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, and call-in pay.

15

DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MSJ

(101)(e) ~~The Cost of Living Allowance provided for in Paragraph (101)(d) shall be added to each employee's hourly wage rate and will be adjusted up or down as provided in Paragraphs (101)(g) and (101)(h).~~

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 Umpire for determination. The Umpires decision shall be final and binding.

16

DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MEY

~~(101)(f) The Cost of Living Allowance provided for in Paragraph (101)(d) will be determined in accordance with changes in the official Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), current series for all items less medical care not seasonally adjusted, United States City Average, as published by the Bureau of Labor Statistics (1982—1984 = 100).~~
~~[See Doc. 87]~~

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. The quarterly adjustments will be calculated by subtracting the prior quarter's three (3) month average index form the current quarter's three (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 determining the Three-Month Average Index for a specified period, the computed average shall be rounded to the nearest 0.001 Index point.

In no event will a decline in the Three-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 not made in accordance with this Agreement, it may refer the matter to the Umpire for determination. The Umpires' decision shall be final and binding.

An employee's COLA payment will be provided based on the following table:

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DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MEY

Adjustment	Index Calculation Period	Weekly Payment will begin on First Full Pay Ending:
1	August, September, and October 2023*	December 2023
2	November and December 2023, and January 2024	March 2024
3	February, March, and April 2024	June 2024
4	May, June, and July 2024	September 2024
5	August, September, and October 2024	December 2024
6	November and December 2024, and January 2025	March 2025
7	February, March, and April 2025	June 2025
8	May, June, and July 2025	September 2025
9	August, September, and October 2025	December 2025
10	November and December 2025, and January 2026	March 2026
11	February, March, and April 2026	June 2026
12	May, June, and July 2026	September 2026
13	August, September, and October 2026	December 2026
14	November and December 2026, and January 2027	March 2027
15	February, March, and April 2027	June 2027
16	May, June, and July 2027	September 2027
17	August, September, and October 2027	December 2027
18	November and December 2027, and January 2028	March 2028

* 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.

18

(101)(g) ~~Effective with the date of this Agreement, $2.03 shall be deducted from the $2.08 Cost of Living Allowance in effect immediately prior to that date and $2.03 shall be added to the base wage rates (minimum, intermediary and maximum) for each classification in effect on that date (excluding employees covered by the "Entry Level Memorandum of Understanding"), for pay calculation purposes. Thereafter, during the period of this Agreement, adjustments in the Cost of Living Allowance shall be made at the following times:~~

~~Effective Date of Adjustment~~	~~Based Upon Three-Month Average of the Consumer Price Index For~~
~~December 3, 2007~~	~~August, September, October, 2007~~
~~First pay period..... beginning on or after March 3, 2008 and at three-calendar-month intervals thereafter to June 6, 2011.~~	~~November, December, 2007 and January, 2008 and at three-calendar-month intervals thereafter to February, March, April, 2011.~~

~~In determining the three-month average of the Indexes for a specified period, the computed average shall be rounded to the nearest 0.01 Index Point.~~

~~In no event will a decline in the three-month average Consumer Price Index below 197.23 provide the basis for a reduction in the wage scale by job classification.~~
~~[See Par. (101)(d),(101)(e),(101)(h)]~~
~~[See Par. (101)(f),(101)(h),(109)]~~
~~[See CSA #10]~~

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, where applicable. The five cents ($0.05) shall remain as the beginning cost-of-living allowance float for the next Collective Bargaining Agreement.

9

DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MEY

(101)(h) ~~The amount of the Cost of Living Allowance shall be five cents (5¢) per hour effective with the effective date of this Agreement and ending December 2, 2007. Effective December 3, 2007 and for any period thereafter as provided in Paragraphs (101)(d) and (101)(g), the Cost of Living Allowance shall be in accordance with the following table:~~

~~Three-Month Average Consumer Price Index~~	~~Cost of Living Allowance~~
~~197.23 or less~~	~~None~~
~~197.24—197.31~~	~~1¢ per hour~~
~~197.32—197.39~~	~~2¢ per hour~~
~~197.40—197.47~~	~~3¢ per hour~~
~~197.48—197.56~~	~~4¢ per hour~~
~~197.57—197.64~~	~~5¢ per hour~~
~~197.65—197.72~~	~~6¢ per hour~~
~~197.73—197.80~~	~~7¢ per hour~~
~~197.81—197.88~~	~~8¢ per hour~~
~~197.89—197.96~~	~~9¢ per hour~~

~~And so forth, in accordance with the Letter of Understanding signed by the parties.~~

~~i. For each increase to the Cost of Living Allowance beginning on December 3, 2007 and continuing into perpetuity, the amount of increase payable to employees shall be reduced by two cents (2¢) per three-month period, or by the amount of the increase whichever is less.~~

~~ii. For each increase to the Cost of Living Allowance during the fifteen three-month periods beginning December 3, 2007 and ending June 6, 2011, the amount of increase payable to employees shall be reduced by four cents (4¢), or by the amount of the increase whichever is less. The sum of the diversions during this period will continue into perpetuity.~~

~~iii. For each increase to the Cost of Living Allowance during the fifteen three-month periods beginning December 3, 2007 and ending June 6, 2011, the amount of increase payable to employees shall be reduced by four cents (4¢), or by the amount of the increase whichever is less.~~

~~The diversions referenced herein will be diverted in the order as referenced above.~~

~~Following the adjustment for the three-month period beginning June 6, 2011, the sum reduced during the fifteen periods shall be subtracted from the Cost of Living~~

20

DATE INITIALED: OCT 31 2007

INITIALED BY PARTIES: MP MEY

~~Allowance table, and the table shall be adjusted so that the actual three-month Average Consumer Price Index equates to the allowance payable during the period beginning June 6, 2011.~~

~~[See Par. (101)(e)]~~
~~[See Doc. 87]~~

No adjustments, retroactive or otherwise, shall be made due to any revision which may later be made in the published figures used in the calculation of the Consumer Price Index for any month or months specified in Paragraph (101)(f).

DELETE

(101)(i) The amount of any Cost of Living Allowance provided for in Paragraph (101)(d) in effect at the time shall be included in computing overtime premium, night shift premium, vacation payments, Independence Week Shutdown pay, holiday payments, call-in pay, bereavement pay, jury duty pay, and short-term military duty pay.

22

DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MSY

DELETE

(101)(j) In the event the Bureau of Labor Statistics does not issue the appropriate Consumer Price Index on or before the beginning of one of the pay periods referred to in Paragraph (101)(g) any adjustments in the Cost of Living Allowance required by such appropriate Index shall be effective at the beginning of the first pay period after receipt of the Index.

23

DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MEJ

DELETE

(101)(k) No adjustments, retroactive or otherwise, shall be made due to any revision which may later be made in the published figures used in the calculation of the Consumer Price Index for any month or months specified in Paragraph (101)(g).

24

DATE INITIALED: OCT 31 2023

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DELETE

(101)(I) The parties to this Agreement agree that the continuance of the Cost of Living Allowance is dependent upon the availability of the monthly Consumer Price Index published by the Bureau of Labor Statistics in its present form and calculated on the same basis as the current Index unless otherwise agreed upon by the parties. If the Bureau of Labor Statistics changes the form or the basis of calculating the Consumer Price Index, the parties agree to request such agency to make available, for the life of this Agreement, a monthly Consumer Price Index in its present form and calculated on the same basis as the Index was prior to such change.

[See Par. (101)(O)]

25

DATE INITIALED: OCT 21 2003

INITIALED BY PARTIES: MP MEJ

Leave of Absence for Union Activity

(109) Employees elected to a permanent office in, or as a delegate to, any labor activity necessitating a leave of absence, shall be granted such leave for a minimum of the first half or the second half of their shift and not to exceed one year and shall, at the end of the term in the first instance, or at the end of the mission in the second instance, be guaranteed reemployment if there is sufficient work for which they are in line at the then current rate of pay. Written notice for such leaves, giving the length of leave, shall be given ~~the~~to local Plant Management as far in advance as possible but in no event later than ~~the day~~24 hours prior to the ~~day~~shift such leave is to become effective. Seniority will accumulate during the period of such leaves.

[See Par. (111)]

26

DATE INITIALED: OCT 2 4 2023

INITIALED BY PARTIES: MP MEJ

(127) The duties and functions of the Local Apprentice Committee shall be as follows:
[See Par (126),(140)]

(a) To negotiate on issues involving the effect of the employment of apprentices on the employment of journeypersons in the trades involved.

(b) To study other matters that may involve the training of apprentices by journeypersons in the shop. When machinery, equipment or material is introduced or modified and new skills are required in the journeyperson classification in the plant, the matter may be reviewed to determine the effect on the shop and related training of apprentices including necessary revision of such training. If requested, arrangements will be made with the Apprentice Coordinator for the Local Apprentice Committee to investigate the new skills on the plant floor as a part of their review. When a meeting is held with the local educational institution providing related training to implement changes in the related training curriculum, the Union members of the Local Apprentice Committee will be given the opportunity to attend.
[See Statement on Technological Progress]

(c) Progress reports of the apprentice shop and related training schedules shall be reviewed in meetings of the Local Apprentice Committee, except that upon the request of a member of the Local Apprentice Committee an individual apprentice's record shall be reviewed in a meeting of the Local Apprentice Committee once during the last thirty (30) day period prior to completion of the apprentice shop training schedule. Problems involving the improper application of the shop training schedules to individual apprentices may be raised with supervision and if necessary discussed with the apprentice on the plant floor by the Chairperson or another Union member of the Local Apprentice Committee.

~~**(d)(1) Receive transcripts for applicants from the approved educational institutions and forward copies to the National Apprentice Committee. The National Committee, upon review of the transcript, may authorize the Local Apprentice Committee to issue a Skilled Trades Apprenticeship Readiness Certificate (STARC). Certified applicants may then submit an apprentice program application to the Local Apprentice Committee who will forward copies to the National Apprentice Committee.**~~
~~[See Doc. 20,62,63]~~

27

SEP 8 2023

DATE INITIALED:_____

INITIALED BY PARTIES: MP mEg

(d)~~(2)~~ When necessary, the Apprentice Coordinator will make arrangements to temporarily assign a Union member of the Local Apprentice Committee to another shift to handle specified, legitimate apprentice matters. The overtime premium pay provisions of this Agreement are hereby waived in such instances and such changes in shift for this purpose will not result in the payment of overtime premium.

[See Par. (85),(86)]

(e) All applications for apprenticeship will be available upon request for review by the Chairperson of the Union members of the Local Apprentice Committee.

(f) The Local Apprentice Committee will be provided an internal seniority and an external non-seniority STARC Ready List containing the name, plant employment information and trades applied for by each apprentice applicant. Apprentice selections shall be at a maximum ratio of one (1) external non-seniority applicant for every three (3) GM-UAW seniority applicant. Seniority applicants will be selected in descending order of corporate seniority in accordance with the Apprentice Selection Procedure; however, more selections from the non-seniority list may be made in the event sufficient seniority employee applicants are not available. Notwithstanding the above provisions of this paragraph, laid off apprentices may be placed in the classification from which they were laid off prior to the selection of new applicants from either the seniority employee applicant list or the one from all other applicants.

~~(f)~~(g) Solely for the purposes of the STARC Ready List and in accordance with the Apprentice Selection Procedure, GMCH candidates will be selected in descending order of GMCH hire dates provided that the employee reports their GMCH hire date to the National Apprentice Committee. In these instances, the Company will incur no liability when an employee fails to report their GMCH date of hire. In the event that an employee did not previously self-report their GMCH date of hire, they will be adjusted ~~to~~on the STARC Ready List at the next update period.

(~~g~~h) Employees eligible for tuition assistance who express a desire to enter the apprentice program will be advised by a member of the Local Apprentice Committee of courses that are available through the Tuition Assistance Plan to complete the STARC requirements.

[See Memo-Tuition Assistance Plan]

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(~~h~~i) The Apprentice Coordinator and the Chairperson of the Union members of the Local Apprentice Committee may confer with new apprentices for the purpose of acquainting the apprentices with the role of the Company, Local Management, the Union and the National and Local Apprentice Committees in the apprentice program and to ascertain that the apprentices understand their status and obligations as apprentices in accordance with the Apprentice Training Agreement provided for in Paragraph (144).

(i~~i~~j) The Apprentice Coordinator and the Chairperson of the Union members of the Local Apprentice Committee may confer with apprentices where there are indications that apprentices are failing to perform their obligations as apprentices.

(~~j~~k) To evaluate and credit previous experience as provided for in Paragraph (132).
[See Par. (132)]

(~~k~~l) To issue certificates of completion of apprenticeship as provided for in Paragraph (150).

(~~l~~m) Each six months the Chairperson of the Union members of the Local Apprentice Committee will be furnished with a list of the number of apprentices in each training period by classification and the number of journeypersons by classification included in the ratio of apprentices in training to journeypersons.

(~~m~~n) Apprentice training matters which are discussed by the Local Apprentice Committee and are not resolved may be referred to the GM-UAW Skilled Trades and Apprentice Committee for disposition.
[See Par. (145)]

29

Term of Apprenticeship

(133) The term of apprenticeship shall be nominally four (4) years in length, but shall be based on the number of hours actually worked. The shop schedule shall be divided into eight (8) periods of 916 hours each.

[See Par. (142),(146)]
[See CSA #1230]

30

DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MEY

Apprentice Wage Rates

(151) ~~On the effective date of this agreement, t~~The straight time hourly wage rates (exclusive of Cost-of-Living Allowance and shift premium) for apprentices in the bargaining unit shall be the rates set forth in the following Apprentice Rate Schedules:

For apprentice shop training schedules requiring 7328 hours:

~~Apprentice Training Period~~	~~Hourly Rate*~~
~~1st 916 Hours~~	~~$29.23~~
~~2nd 916 Hours~~	~~29.39~~
~~3rd 916 Hours~~	~~29.39 plus 9% of "Rate Difference"~~
~~4th 916 Hours~~	~~29.39 plus 20% of "Rate Difference"~~
~~5th 916 Hours~~	~~29.39 plus 33% of "Rate Difference"~~
~~6th 916 Hours~~	~~29.39 plus 48% of "Rate Difference"~~
~~7th 916 Hours~~	~~29.39 plus 66% of "Rate Difference"~~
~~8th 916 Hours~~	~~29.39 plus 86% of "Rate Difference"~~

Apprentice Training Period	Hourly Rate*
1st 0 - 916 Hrs.	84% of applicable Journeyperson rate
2nd 917-1832 Hrs.	86% of applicable Journeyperson rate
3rd 1833-2748 Hrs.	88% of applicable Journeyperson rate
4th 2749-3664 Hrs.	90% of applicable Journeyperson rate
5th 3665-4580 Hrs.	92% of applicable Journeyperson rate
6th 4581-5496 Hrs.	94% of applicable Journeyperson rate
7th 5497-6412 Hrs.	96% of applicable Journeyperson rate
8th 6413-7328 Hrs.	98% of applicable Journeyperson rate

~~*The "Rate Difference" shall be determined by subtracting the sum of $.20 and the Hourly Rate for the 2nd 916 Hours from the maximum rate established in the Local Wage Agreement for the journeyman/woman classification for which the apprentice is in training. Resultant rates shall be rounded to the nearest 1 cent.~~ *The period rate shall be determined as a percentage of the journeyperson's classification rate for which the apprentice is in training.

For apprentice shop training schedules requiring 7920 hours:

~~Apprentice Training Period~~	~~Hourly Rate*~~
~~1st 990 Hours~~	~~$29.23~~
~~2nd 990 Hours~~	~~29.39~~
~~3rd 990 Hours~~	~~29.39 plus 9% of "Rate Difference"~~
~~4th 990 Hours~~	~~29.39 plus 20% of "Rate Difference"~~
~~5th 990 Hours~~	~~29.39 plus 33% of "Rate Difference"~~
~~6th 990 Hours~~	~~29.39 plus 48% of "Rate Difference"~~
~~7th 990 Hours~~	~~29.39 plus 66% of "Rate Difference"~~
~~8th 990 Hours~~	~~29.39 plus 86% of "Rate Difference"~~

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Apprentice Training Period	Hourly Rate*
1st 0 - 990 Hrs.	84% of applicable Journeyperson rate

~~DATE INITIALED:~~ OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

2nd 991-1980 Hrs.	86% of applicable Journeyperson rate
3rd 1981-2970 Hrs.	88% of applicable Journeyperson rate
4th 2971-3960 Hrs.	90% of applicable Journeyperson rate
5th 3961-4950 Hrs.	92% of applicable Journeyperson rate
6th 4951-5940 Hrs.	94% of applicable Journeyperson rate
7th 5941-6930 Hrs.	96% of applicable Journeyperson rate
8th 6931-7920 Hrs.	98% of applicable Journeyperson rate

~~*The "Rate Difference" shall be determined by subtracting the sum of $.20 and the Hourly Rate for the 2nd 990 Hours from the maximum rate established in the Local Wage Agreement for the journeyman/woman classification for which the apprentice is in training. Resultant rates shall be rounded to the nearest 1 cent.~~ *The period rate shall be determined as a percentage of the journeyperson's classification rate for which the apprentice is in training.

Notwithstanding the foregoing provisions, seniority employees transferred to apprentice training, including seniority GM employees transferred from other GM-UAW locations, shall be transferred at their current rate of pay, provided, however, that in no event will their 1st Period Rate be lower than the Hourly Rate set forth above. Upon completion of each period, they shall be paid as contained in the schedule above or their current rate, whichever is higher, and shall be paid such rate until they qualify for a higher rate in accordance with the Apprentice Rate Schedule.

~~The $29.23 and $29.39 rates shown in the above paragraph will become $30.11 and $30.27 on September 14, 2020. The rates $30.11 and $30.27 will become $31.01 and $31.18 on September 19, 2022.~~

Upon graduation, apprentices will receive an increase, to the journeypersons rate for the skilled classification to which they are assigned.

The above Apprentice Rate Schedule automatically provides for all increases in straight time hourly wage rates which are effective on the effective date of this Agreement. The straight time hourly wage rates for individual apprentices shall be determined only in accordance with the provisions of this Paragraph (151).

[See Par. ~~(98)(b)~~ (132)(143)(181a)]

32

Wage Rates of "Journeypersons-in-Training"

(163) The straight time hourly wage rates (exclusive of Cost-of-Living Allowance and shift premium) for journeypersons-in-training (J.I.T.) in the bargaining unit shall be the rates set forth in the following J.I.T. Rate Schedules:

For apprentice shop training schedules requiring 7328 Hours:

~~J.I.T. Training Period~~ ~~Hourly Rate*~~

~~1st 0 - 916 Hrs. $39.23~~
~~2nd 917-1832 Hrs. 39.39~~
~~3rd 1833-2748 Hrs. 39.39 plus 9% of "Rate Difference"~~
~~4th 2849-3664 Hrs. 39.39 plus 20% of "Rate Difference"~~
~~5th 3665-4580 Hrs. 39.39 plus 33% of "Rate Difference"~~
~~6th 4581-5496 Hrs. 39.39 plus 48% of "Rate Difference"~~
~~7th 5497-6412 Hrs. 39.39 plus 66% of "Rate Difference"~~
~~8th 6413-7328 Hrs. 39.39 plus 86% of "Rate Difference"~~

J.I.T Training Period	Hourly Rate*
1st 0 - 916 Hrs.	84% of applicable Journeyperson rate
2nd 917-1832 Hrs.	86% of applicable Journeyperson rate
3rd 1833-2748 Hrs.	88% of applicable Journeyperson rate
4th 27849-3664 Hrs.	90% of applicable Journeyperson rate
5th 3665-4580 Hrs.	92% of applicable Journeyperson rate
6th 4581-5496 Hrs.	94% of applicable Journeyperson rate
7th 5497-6412 Hrs.	96% of applicable Journeyperson rate
8th 6413-7328 Hrs.	98% of applicable Journeyperson rate

~~*The "Rate Difference" shall be determined by subtracting the sum of $.30 and the Hourly Rate for the 2nd 916 Hours from the maximum rate established in the Local Wage Agreement for the journeyperson's classification for which the J.I.T. is in training. Resultant rates shall be rounded to the nearest 1 cent.~~
*The period rate shall be determined as a percentage of the journeyperson's classification rate for which the J.I.T. is in training. This rate includes all tool allowances.

The appropriate placement of a J.I.T. in the Rate Schedule will be determined by subtracting the total number of hours required by the approved retraining plan from (7328) hours.

For apprentice shop training schedules requiring 7920 Hours:

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

~~J.I.T. Training Period~~ ~~Hourly Rate*~~

~~1st 0 - 990 Hrs. $29.23~~
~~2nd 991-1980 Hrs. 29.39~~
~~3rd 1981-2970 Hrs. 29.39 plus 9% of "Rate Difference"~~
~~4th 2971-3960 Hrs. 29.39 plus 20% of "Rate Difference"~~
~~5th 3961-4950 Hrs. 29.39 plus 33% of "Rate Difference"~~
~~6th 4951-5940 Hrs. 29.39 plus 48% of "Rate Difference"~~
~~7th 5941-6930 Hrs. 29.39 plus 66% of "Rate Difference"~~
~~8th 6931-7920 Hrs. 29.39 plus 86% of "Rate Difference"~~

J.I.T. Training Period	Hourly Rate*
1st 0 - 990 Hrs.	84% of applicable Journeyperson rate
2nd 991-1980 Hrs.	86% of applicable Journeyperson rate
3rd 1981-2970 Hrs.	88% of applicable Journeyperson rate
4th 2971-3960 Hrs.	90% of applicable Journeyperson rate
5th 3961-4950 Hrs.	92% of applicable Journeyperson rate
6th 4951-5940 Hrs.	94% of applicable Journeyperson rate
7th 5941-6930 Hrs.	96% of applicable Journeyperson rate
8th 6931-7920 Hrs.	98% of applicable Journeyperson rate

~~*The "Rate Difference" shall be determined by subtracting the sum of $.20 and the Hourly Rate for the 2nd 990 Hours from the maximum rate established in the Local Wage Agreement for the journeyperson's classification for which the J.I.T. is in training. Resultant rates shall be rounded to the nearest 1 cent.~~
*The period rate shall be determined as a percentage of the journeyperson's classification rate for which the J.I.T. is in training. This rate includes all tool allowances.

The appropriate placement of a J.I.T. in the Rate Schedule will be determined by subtracting the total number of hours required by the approved retraining plan from (7920) hours.

~~The $29.23 and $29.39 rates shown in the above paragraph will become $30.11 and $30.27 on September 14, 2020. The $30.11 and $30.27 rates will become $31.01 and $31.18 on September 19, 2022.~~

Upon commencement of the training, in line with the approved training plan, J.I.T.'s shall be paid their current rate until they qualify for a higher rate in accordance with the J.I.T. Rate Schedule. Upon completion of their training, J.I.T.'s will receive an increase to the journeyperson's rate for the skilled classification to which they are assigned.

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Any issues which arise as the result of the implementation of this understanding should be forwarded to the GM-UAW Skilled Trades and Apprentice Committee for resolution.

[See Par. (98)(b)]

35

DELETE

Journeyperson-in-Training (J.I.T.) Tooling Allowance

(165) When a seniority journeyperson is retrained, whether under Document #63 or #112, the following provisions will apply:

(1) Employees permanently reassigned pursuant to Document #63 will receive a maximum allowance of $350 at the midpoint of their approved retraining program, to be applied toward the purchase of tools that are unique to the new trade.

(2) When employees are consolidated into a new core trade pursuant to Document #112, they, along with all current active employees of the core trade will receive a maximum allowance of $700 once retraining commences.

(3) It is understood that these allowances will not duplicate any similar allowance/grant that the employee has received or might subsequently receive under the terms of any other national or local agreement provisions.

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DATE INITIALED: OCT 30 2023

INITIALED BY PARTIES: MP MEY

(202d) Each employee will be given a written disposition of their vacation time off request. For employees requesting vacation outside of the vacation application period, Management will provide disposition for such requests within three (3) business days. Approved vacation time off, exclusive of the time identified as Plant Vacation Shutdown Week(s), will not thereafter be canceled or changed without the mutual consent of Management and the employee. If an employee's approved vacation time off scheduled for the Plant Vacation Shutdown Week(s) is canceled or changed, the employee may reschedule their vacation in accordance with local plant practice. This will not supersede any locally approved practices.

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SEP 15 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MSG

HOLIDAY PAY

(203) Employees shall be paid for specified holidays and the holidays in each of the Christmas holiday periods as provided hereinafter:

1st Year

November 10~~1~~, 2023~~19~~ Veterans' Day (Observed)
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)
November 23~~8~~, 2023~~19~~ Thanksgiving
November 24~~9~~, 2023~~19~~ Day after Thanksgiving
December 25~~3~~, 2023~~19~~)
December 26~~4~~, 2023~~19~~)
December 27~~5~~, 2023~~19~~)
December 28~~6~~, 2023~~19~~) Christmas Holiday Period
December 29~~7~~, 2023~~19~~)
~~December 30, 2019)~~
~~December 31, 2019)~~
January 1, 2024~~0~~)
January 15~~20~~, 2024~~0~~ Martin Luther King, Jr. Day
~~April 10~~March 29, 2024~~0~~ Good Friday
April 1~~3~~, 2024~~20~~ Day After Easter
May 27~~5~~, 2024~~0~~ Memorial Day
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)
June 19, 2024 Juneteenth
July 4~~3~~, 2024~~0~~ Independence Day ~~(Observed)~~
July 5, 2024 Independence Bridge Day
September 2~~7~~, 2024~~0~~ Labor Day

2nd Year

November 5~~3~~, 2024~~0~~ Federal Election Day
November 11, 2024~~0~~ Veterans' Day
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)
November 28~~6~~, 2024~~0~~ Thanksgiving
November 29~~7~~, 2024~~0~~ Day after Thanksgiving
December 23, 2024)
December 24, 2024~~0~~)
December 25, 2024~~0~~)
December 26~~8~~, 2024~~0~~) Christmas Holiday Period
December 27~~9~~, 2024~~0~~)
December 30~~30~~, 2024~~0~~)
December 31, 2024~~0~~)

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SEP 15 2023
DATE INITIALED:

INITIALED BY PARTIES: MP MEY

January 1, 2025~~1~~)
January ~~18~~20, 2025~~1~~ Martin Luther King, Jr. Day
April ~~2~~18, 2025~~1~~ Good Friday
April 21~~5~~, 2025~~1~~ Day After Easter
May 26~~3~~1, 2025~~1~~ Memorial Day
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)

June 19, 2025 Juneteenth
July 4~~5~~, 2025~~1~~ Independence Day
September 16, 2025~~1~~ Labor Day

3rd Year

November 11, 2025~~1~~ Veterans' Day
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)
November 27~~5~~, 2025~~1~~ Thanksgiving
November 28~~6~~, 2025~~1~~ Day after Thanksgiving
December 24, 2025~~1~~)
December 25~~7~~, 2025~~1~~)
December 26~~8~~, 2025~~1~~)
December 29~~9~~, 2025~~1~~) Christmas Holiday Period
December 30, 2025~~1~~)
December 31, 2025~~1~~)
January 1, 2026)
January 2, 2026)
January 19~~7~~, 202~~6~~2 Martin Luther King, Jr. Day
April 3~~1~~5, 202~~6~~2 Good Friday
April 6~~1~~8, 202~~6~~2 Day After Easter
May 25~~3~~0, 202~~6~~2 Memorial Day
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)
June 19, 2026 Juneteenth
July 3~~4~~, 202~~6~~2 Independence Day (Observed)
September 7~~5~~, 202~~6~~2 Labor Day

4th Year

November 3~~8~~, 202~~6~~2 Federal Election Day
November 11, 202~~6~~2 Veterans' Day
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)
November 26~~4~~, 202~~6~~2 Thanksgiving
November 27~~5~~, 202~~6~~2 Day after Thanksgiving
December 24~~6~~, 202~~6~~2)

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December 25~~7~~, 2026~~2~~)
December 28, 2026~~2~~) Christmas Holiday Period
December 29, 2026~~2~~)
December 30, 2026~~2~~)
December 31, 2026
January 1~~2~~, 2027~~3~~) ~~(Observed)~~
January 1~~8~~6, 2027~~3~~ Martin Luther King, Jr. Day
March 26~~April 7~~, 2027~~3~~ Good Friday
March 29~~April 10~~, 2027~~3~~ Day After Easter
May 31~~29~~, 2027~~3~~ Memorial Day
(or one other such holiday of greater local importance which must be designated in advance by mutual agreement locally in writing)
~~July 3, 2023 Independence Bridge Day~~
June 18, 2027 Juneteenth (Observed)
July 5~~4~~, 2027~~3~~ Independence Day (Observed)
September 6~~4~~, 2027~~3~~ Labor Day

5th Year

November 11, 2027 Veterans' Day
November 25, 2027 Thanksgiving
November 26, 2027 Day after Thanksgiving
December 24, 2027)
December 27, 2027)
December 28, 2027)
December 29, 2027) Christmas Holiday Period
December 30, 2027)
December 31, 2027)
January 17, 2028 Martin Luther King, Jr. Day
April 14, 2028 Good Friday
April 17, 2028 Day After Easter

providing they meet all of the following eligibility rules unless otherwise provided herein:

[See Par. (86),~~(187),~~(205a)]
[See Doc. 50,94]

(1) The employee has seniority as of the date of each specified holiday and as of each of the holidays in each of the Christmas holiday periods, and

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

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(3) The employee must have worked the last scheduled work day prior to and the next scheduled work

day after each specified holiday within the employee's scheduled work week. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each holiday period and the next scheduled work day after each holiday period.

Each of the designated days in the Christmas holiday period shall be a holiday for purposes of this Holiday Pay Section.

[See Doc. 80]

41

(203c) In order for employees to have maximum time off during the Christmas Holiday Period, employees will only be scheduled for work on the following days, which are not paid holidays under this Agreement, on a voluntary basis, except in emergency situations:

Saturday, December ~~21~~23, 20~~19~~23
Sunday, December ~~22~~24, 20~~19~~23
Saturday, December ~~28~~30, 20~~19~~23
Sunday, December ~~29~~31, 20~~19~~23

Saturday, December ~~26~~21, 20~~20~~24
Sunday, December ~~27~~22, 20~~20~~24
Saturday, ~~January 2~~December 28, 20~~21~~24
Sunday, ~~January 3~~ December 29, 20~~21~~24

Saturday, December ~~25~~27, 20~~21~~25
Sunday, December ~~26~~28, 20~~21~~25
Saturday, January ~~1~~3, 20~~22~~26
Sunday, January ~~2~~4, 20~~22~~26

Saturday, December ~~24~~26, 20~~22~~26
Sunday, December ~~25~~27, 20~~22~~26
Saturday, ~~December 31~~January 2, 20~~22~~27
Sunday, January ~~1~~3, 20~~23~~27

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 they do not accept work on such days. This does not apply to employees on necessary continuous seven-day operations.

[See Doc. 80]

42

SEP 15 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEY

(218) Employees, including temporary employees, ~~with seniority~~ in any General Motors plant who are summoned and report for jury duty (including coroner's juries), as prescribed by applicable law, or who report for pre-jury duty examination required by the court or administrative governmental agency, shall be paid by the Corporation the wages (including night shift premium) they otherwise would have earned by working during straight-time hours for the Corporation for the day on which they report for pre-jury duty examination, and for each day on which they report for or perform jury duty and on which they otherwise would have been scheduled to work for the Corporation.

Employees with an established shift starting time on or after 7:00 p.m. and on or before 4:45 a.m. will be excused from work on either their shift immediately preceding the jury service, or their shift immediately following the completion of the jury service, at the option of the employee. Such employee must notify their immediate supervisor of their election prior to being absent from work.

In order to receive payment, employees must give local Management prior notice that they have been directed to report for pre-jury duty examination or have been summoned for jury duty and must furnish satisfactory evidence that they reported for such examination or reported for or performed jury duty on the days for which they claim such payment. The provisions of this Paragraph (218) are not applicable to employees who, without being summoned, volunteer for jury duty.

[See Par. (87)(6),(101)(i),~~(137)(e)(1)~~]
[See Par. (189),(210)]
[See App. B,C]

43

DATE INITIALED: OCT 31 2003

INITIALED BY PARTIES: MP MEY

(218b) When death occurs in an employee's immediate family ~~as defined below~~, and the employee has seniority in any General Motors plant, the employee, on request, will be excused for any of the first three (3) normally scheduled working days or the first five (5) normally scheduled working days ~~in the case of the death of an employee's current spouse, parent, child, or stepchild (excluding Saturdays, Sundays and holidays)~~ immediately following the date of death, as outlined below. The five ~~(5)~~ day limit will also apply in cases of multiple deaths of members of the employee's immediate family resulting from a single incident. The immediate family for purposes of this Paragraph (218b) is defined as including the employee's:

~~Spouse~~
~~Parent~~
~~Step-Parent~~
~~Grandparent~~
~~Great Grandparent~~
~~Child~~
~~Step-Child~~
~~Grandchild~~
~~Brother~~
~~Step-Brother~~
~~Half-Brother~~
~~Sister~~
~~Step-Sister~~
~~Half-Sister~~
~~Current Spouse's Parent~~
~~Current Spouse's Step-Parent~~
~~Current Spouse's Grandparent~~
~~Current Spouse's Great Grandparent~~

Three (3) Normally Scheduled Working Days:

- Step-Parent
- Grandparent
- Great Grandparent
- Brother
- Step-Brother
- Half-Brother
- Sister
- Step Sister
- Half-Sister
- Current Spouse's Step-Parent
- Current Spouse's Grandparent
- Current Spouse's Great Grandparent

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SEP 15 2023

DATE INITIALED: _____

INITIALED BY PARTIES: MP MEJ

Five (5) Normally Scheduled Working Days:

- Spouse
- Parent
- Child
- Step-Child
- Grandchild
- Current Spouse's Parent

In the case of an employee who is granted a leave of absence due to the illness of an immediate family member, as above defined, and such family member dies within the first seven (7) calendar days of the leave, the requirement that the employee otherwise be scheduled to work will be waived.

Employees excused from work under this Paragraph (218b) shall, after making written application, receive the amount of wages they would have earned by working during straight time hours, including applicable night shift premium, on such scheduled days of work for which they are excused (excluding Saturdays, Sundays and holidays, or, in the case of employees working in necessary continuous seven-day operations, the sixth and seventh work days of the employee's scheduled working week and holidays).

[See Par. (87)(6),(101)(i),~~(137)(e)(1)~~]
[See App. B, C]
[See Doc. 93]

(223) This Agreement shall continue in full force and effect without change until 11:59 P.M. (Detroit Time), ~~September 14, 2023~~April 30, 2028. If either party desires to terminate this Agreement, it shall, 60 days prior to ~~September 14, 2023~~April 30, 2028, give written notice of the termination. If neither party shall give notice to terminate this Agreement as provided above, or to modify this Agreement as hereinafter provided, the Agreement shall continue in effect from year to year after ~~September 14, 2023~~April 30, 2028, subject to termination by either party on sixty (60) days' written notice prior to ~~September 14th~~April 30 of any subsequent year.

If either party desires to modify or change this Agreement it shall, sixty (60) days prior to ~~September 14, 2023~~April 30, 2028, or any subsequent ~~September 14th~~April 30 date, give written notice to such effect. Within ten days after receipt of said notice, a conference will be arranged to negotiate the proposals in which case this Agreement shall continue in full force and effect until terminated as provided hereinafter.

If notice of intention to modify or change has been given in accordance with the above provisions, this Agreement may be terminated by either party on thirty (30) days' written notice of termination given on or after the next ~~August 15th~~March 31 following said notice of intention to modify or change.

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DATE INITIALED: OCT 30 2023

INITIALED BY PARTIES: MP MEY

PENSION PLAN, LIFE AND DISABILITY BENEFITS PROGRAM, HEALTH CARE PROGRAM, SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN, PROFIT SHARING PLAN, PERSONAL SAVINGS PLAN, ~~GROUP~~ The UAW-FCA-FORD-GENERAL MOTORS LEGAL SERVICES PLAN, AND DEPENDENT CARE REIMBURSEMENT PLAN

(224) The parties have provided for a Pension Plan, a Life and Disability Benefits Program, a Health Care Program, a Supplemental Unemployment Benefit Plan, a Profit Sharing Plan, a Personal Savings Plan, a Legal Services Plan, and a Dependent Care Reimbursement Plan by Supplemental Agreements signed by the parties simultaneously with the execution of this Agreement, which Supplemental Agreements are attached hereto as Exhibit "A", Exhibit "B", Exhibit "C", Exhibit "D", Exhibit "F", Exhibit "G", ~~Exhibit "I",~~ Exhibit "J", respectively and made parts of this Agreement as if set out in full herein, subject to all provisions of this Agreement. No matter respecting the provisions of the Pension Plan or the Life and Disability Benefits Program or the Health Care Program or the Supplemental Unemployment Benefit Plan or the Profit Sharing Plan or the Personal Savings Plan or the UAW-FCA-Ford-General Motors Legal Services Plan or the Dependent Care Reimbursement Plan shall be subject to the grievance procedure established in this Agreement, except as expressly provided in Paragraph (46) of this Agreement.

[See Exhibit D GIS Elimination Letter]

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SEP 2 5 2023

DATE INITIALED:

INITIALED BY PARTIES: MP

APPENDIX A

MEMORANDUM OF UNDERSTANDING
EMPLOYEE PLACEMENT

It is recognized that the hiring of new employees in one location while there is a surplus of seniority employees in other locations is not in the best interest of the parties. Therefore, the parties will provide eligible seniority laid-off and active seniority employees an opportunity to relocate to other UAW-GM facilities ~~outside of their area~~, with particular emphasis on placing employees from closed or idled facilities. Production employees with two or more years of seniority are eligible to apply for transfer under the provisions of Appendix A.

Production employees with less than two years of seniority from plants with excess are eligible for transfer. Such employees are eligible for a Basic Relocation Allowance if they volunteer for extended area hire transfer. Employees receiving an involuntary placement job offer to an extended area hire opening are eligible for a relocation allowance in accordance with Paragraph (96a)(2). Employees with less than two years of seniority from plants without excess are eligible for transfer within the Area Hire only.

For the purposes of this Memorandum, seniority refers to longest unbroken GM seniority.

When selecting volunteer employees for placement, the longest unbroken GM seniority date will be used for production job openings. For skilled trades job openings, the longest unbroken ~~seniority date~~ corporate skilled trades date of entry in the skilled trades classification will be used. In the event that two or more employees have the same longest unbroken seniority date or corporate skilled trades date of entry, the employee's entire GMIN ~~number~~ in ascending order will be used as the tie breaker. Volunteers selected for job openings will be required to transfer.

When employed, such employees will acquire seniority in the plant where hired in accordance with Paragraphs (56) and (57) of the National Agreement.

In the event of a regular opening at a GM facility, the following placement procedure is to be utilized:

A. In Plant Movement

1. Plant Recall.

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP mzy

2. Plant Paragraph 64(e) Rehire.

B. Area Hire.

1. GM closed plants – volunteers in seniority order.

2. Other GM plants and Delphi (volunteers from a combined list in seniority order); GM laid off, active from plants with excess, return to former community and all Delphi. (with 10/18/99 and earlier seniority dates in accordance with the provisions of the 2007 UAW-DELPHI-GM Memorandum of Understanding – Delphi Restructuring).

3. Non-volunteers in inverse seniority order (laid off employees).

4. ~~Non-Volunteer laid off skilled trades employees within the Area Hire will be made production job offers in inverse seniority order.~~

   ~~a.~~ Laid off s~~S~~killed trades employees may volunteer to be placed into production jobs regardless of whether or not they have previously held production jobs with GM.

   ~~b.~~a. Skilled trades employees who volunteer to be placed into production jobs shall be paid the applicable ~~skilled trades~~ production wage rate.

   ~~c.~~b. Skilled trades employees who volunteer to be placed into production jobs shall retain their rights to return to skilled trades jobs for which they are qualified by previously held classifications.

~~5. Non-volunteer skilled trades employees working in production at the skilled trades rate of pay will be offered skilled trades jobs in inverse seniority order.~~

   ~~a. Skilled trades employees who decline job offers will have their rate of pay reduced to the applicable production rate.~~

C. Extended Area Hire.

1. Volunteers from GM closed plants and Delphi (with 10/18/99 and earlier seniority dates in accordance

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with the provisions of the 2007 UAW-DELPHI-GM Memorandum of Understanding – Delphi Restructuring).

2. GM-Closed plant return.

3. All other volunteers in seniority order from plants with excess.

D. Employees from plants without excess

1. Area Hire active volunteers in seniority order.

2. Extended Area Hire active volunteers in seniority order.

E. After exhausting the Placement Process steps above, job offers will be made as follows:

1. The lowest seniority laid off production or skilled trades (for skilled trades openings) employee from a closed plant within the Region.

2. The lowest seniority laid off production or skilled trades (for skilled trades openings) employee from the balance of plants within the Region.

3. The lowest seniority laid off production or skilled trades (for skilled trades openings) employee from a closed plant within the next closest Region followed by the lowest seniority laid off production or skilled trades (for skilled trades openings) employee from the balance of plants within the next closest Region.

The designation of plants within a Region and the order of placement across regions is defined in Attachment A. Upon request the National Parties may agree to modifications regarding the placement order across regions.

F. Volunteer laid off skilled tradespersons/Journeypersons-in-Training (J.I.T.) will be offered retraining opportunities within the area hire in accordance with their skilled trades entry date after their qualifications have been reviewed by the GM-UAW Skilled Trades and Apprentice Committee to determine their eligibility.

G. New hires

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In administering the Placement Procedure, items (A) through (G) above will be applied sequentially.

Active employees who volunteer and are placed in accordance with this Placement Procedure must terminate seniority at their current location.

It is understood that the National Parties may mutually agree from time to time to other special provisions, including offering jobs to active employees. Existing agreements concerning Customer Care and Aftersales (CCA) plants remain in effect.

It is further understood that the National Parties may also mutually agree to deviate from the above order of selection in a particular situation.

Any complaints regarding the application of these provisions in any plant may be taken up with Local Management of that plant by the local Shop Committee and if not resolved may be referred to GM Labor Relations and the International Union for resolution; however, the above provisions shall not be the basis for any claims for back wages or any form of retroactive adjustments.

It is understood that if an employee whose problem is referred to GM Labor Relations and the International Union is adjudged by the National Parties to be entitled to an adjustment, the joint parties will determine an appropriate remedy as soon as practicable and notify the impacted employee(s) of their decision.

I. **AREA HIRE PLACEMENT** (Formerly Appendix A and Document No. 21)

A. An Area Hire Area is comprised of all plants within a 50 mile radius of a given plant or larger as may be agreed upon by the National Parties.

B. Employees on the Area Hire List include: seniority employees on indefinite layoff, active employees from plants with and without excess, and seniority return to the former community applicants.

C. Employees will be given the opportunity to apply to a job opening from among those plants within their Area Hire.

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D. In the event that higher seniority employees are placed on layoff, employees with the least seniority who would have otherwise been laid off will be placed on the Area Hire List. Such employees placed on the Area Hire List will be advised of this fact and be given the opportunity to designate plants within the Area Hire Area.

E. Volunteers will be selected for job openings in seniority order. Volunteers selected to transfer may not transfer again for six (6) months unless they are recalled/rehired or their status changes at their current plant.

F. Skilled trades journeypersons laid off from a plant and working in a production classification will be eligible for area hire placement, seniority permitting, into skilled trades openings.

G. It is further understood that each plant would review local procedures for implementing the provisions of Area Hire and Extended Area Hire Placement and that during these reviews particular attention would be directed toward ~~e~~insuring that information regarding applying for Area Hire and Extended Area Hire Placement is made available to all seniority employees.

II. EXTENDED AREA HIRE PLACEMENT
(Formerly Document No. 28)

A. Seniority laid off and active employees will be given the opportunity to apply for a job opening at another GM location outside their Area Hire Area.

B. Employees continue to be eligible for Extended Area Hire placement as long as they retain unbroken GM seniority.

C. The offer of an available job will be made in seniority order from volunteers on the Extended Area Hire List.

~~If the volunteer being placed is an applicant from a plant without excess, the opening created will be filled by:~~

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~~1. Closed plant laid off volunteers in seniority order~~

~~2. Laid off non-volunteers in inverse seniority order~~

~~3. New hires~~

D. Skilled trades journeypersons laid off from a plant and working in a production classification will be eligible for extended area hire placement, seniority permitting, into skilled trades openings.

E. Employees will be eligible for relocation as described in the Relocation Section (Section ~~I~~V) of this Memorandum of Understanding Employee Placement and in Paragraph (96a) of the National Agreement.

F. Employees who are placed in accordance with the Extended Area Hire Placement provisions of the National Agreement who accept the Basic Relocation Option specified in Paragraph (96a) of the National Agreement are not eligible for placement at any other General Motors location for a period of one (1) year or until their plant has laid off employees under conditions which establish there is no reasonable likelihood of recall, whichever occurs first. It is understood that the one (1) year period may be modified or extended by mutual agreement between the Company and the International Union, UAW.

Such employees who are eligible for recall or rehire to a former location may remain at their current location or return to such previous location as soon as practicable taking into consideration the operation impact to the sending and receiving plants.

If an employee returns, the local parties may make adjustments necessary to ensure that the employee is neither advantaged nor disadvantaged by the above provisions. Local Management has ninety (90) days

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following the date an employee elects to return to accomplish such adjustments.

G. Employees will be given a reasonable amount of time to relocate to another plant.

H. ~~H.~~ Employees who are placed in accordance with Appendix A and accept the Enhanced Relocation Allowance will not be eligible to initiate another Extended Area Hire placement or initiate an Area Hire placement as an active employee for a period of 36 months unless the employee's status changes to laid off. In the event the plant has excess employees on indefinite layoff with no likelihood of recall into the active workforce, the 36 month period will be eliminated.

I. Employees may only be involuntarily placed in the Extended Area Hire if they are on indefinite layoff due to conditions that may arise that are beyond the control of the Company (e.g. market related volume decline, act of God), engineering controls, or product program impacts.

~~I.~~ J. Employees who are involuntarily placed in accordance with Section E(1) – E(3) of Appendix A may accept a modified Enhanced Relocation Allowance over a period of three (3) years in accordance with the provisions of Paragraph (96a)(2)(b) Option 2 – Modified Enhanced Relocation.

Such employees will be eligible for recall to their home plant and shall retain Return to Former Community rights.

~~J.~~ K. Eligible employees from closed plants who have relocated via Extended Area Hire will be given preference to return to a plant in their former community. Such employees will receive the applicable relocation allowance.

III. BACKFILL

If the volunteer being placed is an applicant from a plant without excess, the opening created will be filled by:

1. Closed plant laid off volunteers in seniority order

2. Laid off non-volunteers in inverse seniority order

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3. New hires

VIII. REFUSAL OF JOB OFFERS

A. Laid off employees who refuse a non-volunteer job offer will be placed on a formal leave of absence without Company paid benefits with recall only to a job in the regular active workforce at their home plant.

B. Skilled trades journeypersons working in production at the skilled trades rate of pay who refuse transfer into a skilled trades opening will be paid the applicable production rate.

IV. RELOCATION

A. Any employees who are employed and relocate in accordance with Appendix A will be eligible to receive a relocation allowance and relocation services as specified in Paragraphs (96a) (1), (2), (3), and (4), of the National Agreement.

B. Employees who return to their former community pursuant to the Return to Former Community Procedure will be eligible for a basic relocation allowance.

C. Employees from plants without excess who transfer pursuant to Appendix A, Section D (2) will be eligible only for the basic relocation package.

VI. SENIORITY RETURN TO FORMER COMMUNITY
(Formerly Document No. 14)

The following methods and procedures detail the circumstances under which eligible employees who apply will be offered the opportunity to return to their former community.

A. Eligible employees are those seniority employees on roll at a plant who have been relocated to that plant from a plant outside

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the Area Hire in accordance with Appendix A and worked there six (6) months and who still retain seniority at a plant in the former community.

B. Eligible employees will be given the opportunity to apply to a job opening in their former community.

Once employees return to a former community under the provisions of this document, they are no longer eligible to return to any other community until such time as they are laid off or relocate in accordance with Appendix A.

C. Eligible employees who have applied to a job opening in their former community shall have their names placed on the Area Hire list for the plants within the community to which they have applied.

D. Employees presented with an opportunity to return to a plant in a former community, may elect to receive a payment of $6,000 to remain at their current plant. As a result of receiving this payment, the employees will terminate seniority and return rights at all other GM facilities.

E. Employees returning to a plant in their former community will acquire seniority in accordance with the Application of Corporate Seniority Section (Section VII) of this Memorandum.

F. Should employees return to their former community under the provisions of this Section, their seniority will be terminated pursuant to the provisions of Paragraph (64)(d) at the plant from which they are leaving, effective with the date to report to the new plant.

G. It is recognized that the plant from which the eligible employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no eligible employee will be released until a fully trained replacement is available.

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Consistent with these principles, it is recognized that the rate at which employees are released may vary due to the types of jobs held by such employees, the availability of replacement personnel, product or new model launch, the releasing plant's staffing requirements or other business reasons. In all cases, management will endeavor to release employees as quickly as possible.

VII. APPLICATION OF CORPORATE SENIORITY (Formerly Appendix D-1)

A. Employees who are moved to a secondary plant in accordance with this Memorandum, while retaining unbroken seniority in their base plant, shall establish seniority in such secondary plant as follows:

1. Employees with seniority dates of January 7, 1985 or earlier will establish an adjusted plant seniority date of January 7, 1985.

2. When two (2) or more employees establish the same plant seniority date pursuant to Paragraph (1) above, the date established for each employee for vacation under Paragraph (190) of the National Agreement will be used to determine seniority preference among such employees.

3. Employees with seniority dates subsequent to January 7, 1985 will establish that subsequent date as their plant seniority date.

4. Journeypersons with unbroken Skilled Trades seniority dates or dates of entry of January 7, 1985 or before, who are employed in the same Skilled Trades Classification, will establish a date of entry of January 7, 1985 in that classification.

5. When two or more journeypersons establish the same date of entry in the same classification and plant

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pursuant to Paragraph (4) above, each employee's longest unbroken seniority in that classification in any General Motors plant covered by the Agreement, will be used to determine seniority preference among such employees for all purposes applicable to that classification.

6. Journeypersons with unbroken skilled trades seniority dates or dates of entry subsequent to January 7, 1985 who are employed in the same skilled trades classification, will establish that subsequent date as their date of entry in that classification.

7. Journeypersons who are employed in production classifications and later reclassified to the same Skilled Trades Classification, will establish a date of entry as though originally employed in that classification in accordance with (4) or (6) above, whichever is applicable.

B. The above provisions are not applicable to laid off apprentices who are employed in the apprentice program in another plant. However, a seniority employee who transfers to a secondary location, under the provisions of Paragraph 113(a) of the GM/UAW Agreement and subsequently graduates at the new location will also, at that time, transfer their Corporate Seniority in accordance with Paragraphs (1) and (3) above.

VIII. LAID OFF SENIORITY EMPLOYEES HIRED FOR TEMPORARY WORK

Seniority employees who are on layoff from any GM-UAW plant who retain unbroken seniority in any such plant on the date they are hired as a vacation replacement or for other temporary work in any other area hire plant covered by the National Agreement, shall be employed in accordance with the following:

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A. A laid off seniority employee may be hired as a vacation replacement or to fill other job openings of a temporary nature.

B. Laid off seniority employees hired under the provisions of this Memorandum may be used to fill temporary job openings required to support business needs, including but not limited to, accommodation of employee requests for time off the job (e.g, summer vacation, hunting season), temporary volume fluctuations, new product launches, Special Attrition Program transition and other situations of a temporary nature. The utilization of laid off seniority employees to perform temporary work shall be discussed in advance with the local parties.

C. In the event of regular job openings which involve the relocation of employees, the National Parties may agree to hire temporary employees under the provisions of this Section to enable plants to operate effectively while seniority employees are being identified or relocated at the new location.

D. Time worked by a seniority temporary employee who is hired pursuant to this Memorandum will not be included in the computation for acquiring seniority pursuant to Paragraph (57) and Appendix D.

E. Such time worked by a laid off seniority employee will not be considered in the calculation for breaking seniority and exhausting rehire rights at a former plant pursuant to Paragraph (64e).

F. The provisions of the Application of Corporate Seniority (Section VII) of this Memorandum are not applicable to employees hired pursuant to this Section VIII.

G. An employee with seniority hired at a secondary plant for vacation replacement or other temporary work will remain eligible for regular job openings in accordance with

the provisions of Area Hire Placement (Section I) and Extended Area Hire Placement (Section II) of this Memorandum.

H. All other provisions of the National Agreement and its Exhibits shall apply to employees hired pursuant to this Memorandum.

I. This procedure does not apply to regular job openings.

J. The National Parties are authorized to make modifications and adjustments as necessary.

IX~~VIII~~. TEMPORARY OPENINGS - PARAGRAPH (64)(e)

A. Laid off seniority employees working on regular jobs in other General Motors plants, whose seniority would entitle them to be recalled to former locations to fill openings considered at the time to be temporary, will not be recalled or rehired under such circumstances.

B. Furthermore, if laid off employees working on regular jobs with outside employers or participating in the UAW-GM Dislocated Worker Program are recalled to their former locations to fill openings considered at the time to be temporary, those individuals who desire to be bypassed under the provisions of this Section should notify the appropriate General Motors employment office.

C. In this regard, solely for the purposes of calculating the periods relative to breaking seniority and exhausting rehire rights at the former plant pursuant to Paragraph (64)(e), such employees in Sections (A) and (B) above shall be considered as having accepted recall to their former plant on the date such work became available and returned to layoff status at such time as the period of temporary work is completed.

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~~IX.~~ TRAINING

In order to ensure consistent administration of Area Hire and/or Extended Area Hire, training materials will be developed and a joint meeting will be held of those people responsible for the administration of these provisions. Topics to be discussed, but not limited to, are:

- Changes in the Area Hire provisions and related matters as a result of ~~2019~~ National Negotiations.

- Review of existing procedures and provisions.

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ATTACHMENT A – REGIONS

Michigan (1)	Midwest (2)
Michigan Plants	Indiana Plants
~~Grand Rapids*~~	Ohio Plants
~~Lansing Craft*~~	~~Indianapolis Stamping*~~
Pontiac Assembly*	Janesville*
~~Powertrain Livonia*~~	Mansfield*
~~Powertrain Willow Run*~~	~~Muncie*~~
~~Saginaw Malleable*~~	Pittsburgh*
~~CCA Drayton Plains*~~	CCA Chicago
	CCA Columbus*
	CCA Hudson, WS

Southwestern (3)	Eastern (4)
Arlington	Powertrain Baltimore
Bowling Green	Baltimore Assembly*
Doraville*	Wilmington*
Fairfax	~~Fredericksburg*~~
~~Oklahoma City*~~	Tonawanda
Shreveport*	Linden*
Spring Hill*	Massena*
Wentzville	~~CCA Boston*~~
CCA Charlotte	CCA Philadelphia
CCA Denver	CCA Martinsburg
CCA Fort Worth	
CCA Jackson	**Western (5)**
~~CCA Jacksonville, FL*~~	~~CCA Fontana/West Bulk Ctr~~
CCA Memphis	~~CCA Los Angeles~~
~~CCA St Louis*~~	~~CCA Portland*~~
	CCA Rancho Cucamonga
	CCA Reno

Order of Placement across Regions

Michigan to Midwest, to Southwestern, to Eastern, to Western

Midwest to Michigan, to Southwestern, to Eastern, to Western

Southwestern to Western, to Midwest, to Michigan, to Eastern

Eastern to Midwest, to Michigan, to Southwestern, to Western

Western to Southwestern, to Midwest, to Michigan, to Eastern

*Closed plant. Plant status on this list will be adjusted as required per National Agreement.

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DATE INITIALED: SEP 2 6 2023

INITIALED BY PARTIES: MP MEY

ATTACHMENT B TO APPENDIX A
RE: WORKFORCE COMPOSITION

Temporary Other Than Skilled Employees

A new employee who does not have seniority in any General Motors plant who is hired as a Temporary Employee shall be employed in accordance with the following:

A. The Company may hire Temporary Employees, with the approval of the National parties, to supplement the work force for straight time, overtime or weekend work in any plant covered by the UAW-GM National Agreement. Any disputes will be reviewed by the National Parties.

B. Temporary Employees may be utilized, with approval of the National Parties, 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, or sick leave of absence of less than twelve months. The number of Temporary Employees eligible at each facility will be based on that facility's average of the aforementioned absences calculated as a percentage of total absenteeism multiplied by the number of full-time employees (active on roll plus temporarily inactive).

C. Temporary Employees can be utilized, with approval of the National Parties as vacation replacements and on other occasions such as, but not limited to, product launch requirements, temporary volume, hunting season, and awaiting transfer of laid off employees from other locations.

D. Temporary Employees:

   I. Hired after the effective date of the agreement will be paid a rate of $21.00~~16.67~~ while employed as a Temporary Employee.

   II. Full-time Temporary Employees will be eligible for ~~h~~Health ~~c~~Care coverage under the ~~2019~~ 2023 Supplemental Agreement Covering Health Care Program, Exhibit C to the National Agreement, ~~with modifications as described in the Appendix titled "GM~~

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DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MEY

~~Temporary Employee Health Care Plan"~~, Personal Savings Plan, Profit Sharing Plan, Supplemental Unemployment Plan and the UAW-FCA-Ford-General Motors Legal Services Plan. Temporary employees will be excluded from the UAW-GM Life and Disability Benefits Program, ~~the Supplemental Unemployment Benefit Plan, Personal Savings Plan, Profit Sharing Plan,~~ Pension Plan, Dependent Care Reimbursement Plan, ~~the UAW-FCA-Ford-General Motors Legal Services Plan~~ and any other UAW-GM benefit plan or program.

III. Will receive pay for all holidays that occur while they are employed provided they:

i. Worked at least 90 days prior to the holiday
ii. Would otherwise have been scheduled to work on such day if it had not been observed as a holiday.
iii. Must have worked the last scheduled work day prior to and the next scheduled work day after each specified holiday in their workweek. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each holiday period and the next scheduled work day after each holiday period.

IV. Will be subject to the "Dues check-off and Union Security" provisions of the GM-UAW National Agreement.

V. Part-time Ttemporary employees will be considered for full-time temporary opportunities based on longest continuous length of service.

VI. ~~Effective~~ Upon the effective date of this Aagreement, ~~January 1, 2021,~~ the parties mutually agree to convert current Full-time Temporary Eemployees with at least ninety (90) days of continuous service to Regular status. ~~and~~ Tthereafter, the parties mutually agree to convert Ffull-time Ttemporary Eemployees to regular status employees upon the completion of ~~two~~ nine (~~2~~9)

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months ~~years~~ of continuous service. These conversions will occur on the first Monday following the ~~their anniversary date based upon~~ attainment of~~ing the two~~ nine (~~2~~9) months ~~years~~of continuous service.

~~VII. Effective January 1, 2021, and thereafter, the parties mutually agree to convert former part-time temporary employees to regular status employees upon the completion of two (2) years of continuous service, provided the last twelve (12) months were as a full-time temporary employee.~~

~~VIII. The conversions described above will occur on the Monday following the temporary employees anniversary date provided the continuous service requirements described above have been met. A regular status employee is meant to represent a seniority employee.~~ These ~~T~~temporary ~~E~~employees will convert to the relative step of the wage progression.

~~IX~~VIII. Those converted from ~~T~~temporary to New Hire Regular status and have otherwise met the requirements for acquiring seniority contained in the provisions of Paragraph 57 of the UAW-GM National Agreement, will be considered to have acquired seniority as of the date of such conversion. Their seniority will date back ninety (90) days from the date of conversion.

IX. A Temporary Employee who is found to be in violation of a minor shop rule will be issued a written warning/reprimand for a first and second time violation, provided the employee was hired at least 90 days prior to the violation. The employee may request the presence of a Union Representative when such warning/reprimand is issued.

~~X~~I. Temporary Employees who work at least 120 continuous days, but do not exceed nine~~twelve~~ (9~~12~~) continuous months, will be eligible for sixteen (16) hours of paid time off and twenty-four (24) hours of unpaid time off of work per calendar year. ~~Temporary employees who work greater~~

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~~than twelve (12) continuous months, but less than thirty-six (36) continuous months, will be eligible for forty (40) hours of paid time off and twenty-four (24) hours of unpaid time off each calendar year.~~ This must be scheduled in advance and approved by management. Any remaining balance of unused time will not carry over into the following year.

E. All other provisions of the National Agreement shall apply to employees hired pursuant to this Memorandum.

F. The Parties acknowledge that replacing full-time seniority employees who are temporarily absent due to certain specific reason codes with Temporary Employees, while not circumventing regular full-time hiring, is mutually beneficial.

G. The National Parties are authorized to make modification and adjustments as necessary.

Allowance Calculation

The calculation to determine the allowable number of Temporary Employees eligible to work any day of the week will be calculated quarterly or when there is a significant event at a specific location. To ensure compliance of this Agreement, the National Parties will closely monitor the use of Temporary Employees in the National Committee on Attendance consisting of two (2) representatives of the ~~Corporation~~ Company and two (2) representatives of the International Union. The National Committee on Attendance will meet monthly to monitor the use of Temporary Employees, including a review of the number of Temporary Employees working in the plants, and discuss other items related to absenteeism.
The local parties will meet in their monthly manpower meetings to discuss temporary staffing requirements while monitoring temporary usage, ART data and other related issues regarding the use of Ttemporary Eemployees. The local parties are empowered to make recommendations to the National parties for any adjustments to Temporary Employee staffing and will review temporary requests prior to submission to the National parties.

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ATTACHMENT C TO APPENDIX A
RE: Part-Time Temporary Employees

The parties recognize the need to utilize Ppart-time~~, once referred to as flex~~ Eemployees to supplement the workforce anytime during the year to accommodate additional time off with the approval of the National Parties. These employees will be limited to no more than thirty-two (32) working hours per week.

Part-time Temporary Employees will be eligible for health care coverage under the 2023 Supplemental Agreement Covering Health Care Program, Exhibit C to the National Agreement with modifications as described in Appendix F titled GM Temporary Employee Health Care Plan. Additionally, they will be eligible to participate in the Personal Savings Plan (Exhibit G) and Profit Sharing Plan (Exhibit F) in accordance with the respective plan terms.

Part-time Temporary Employees will be excluded from the Supplemental Unemployment Plan, UAW-FCA-Ford-General Motors Legal Services Plan, UAW-GM Life and Disability Benefits Program, Pension Plan, Dependent Care Reimbursement Plan, and any other UAW-GM benefit plan or program.

Refer to Attachment B to Appendix A for ~~all wage, benefit,~~ and holiday pay eligibilities and check off of Union dues.

Relative to minor shop rule violations refer to Section IX of Attachment B to Appendix A.

All other provisions of the National Agreement shall apply to employees hired pursuant to this agreement.

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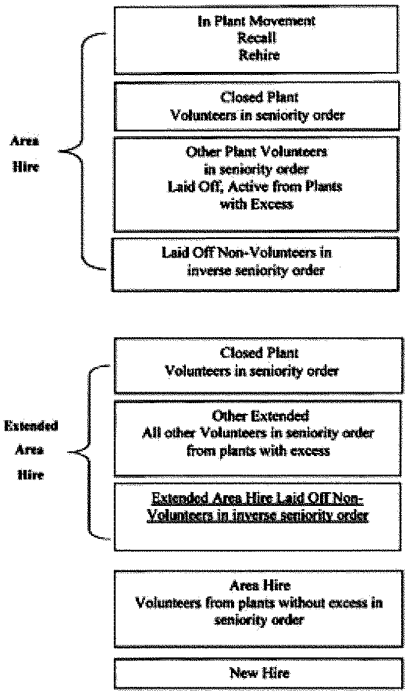
DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MEY

APPENDIX A PLACEMENT PROCESS
CCA JOB OPENINGS
(Only CCA Employees Are Eligible For Production Openings)



***Skilled Trades employees may transfer into CCA plant Skilled Trades openings in accordance with ~~Appendix A transfer provisions~~the Skilled Trades Transfer Process**
****Any production employees from sites with excess may transfer into openings at any CCA location in accordance with the provisions of Appendix A**

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DATE INITIALED: OCT 3 1 2023

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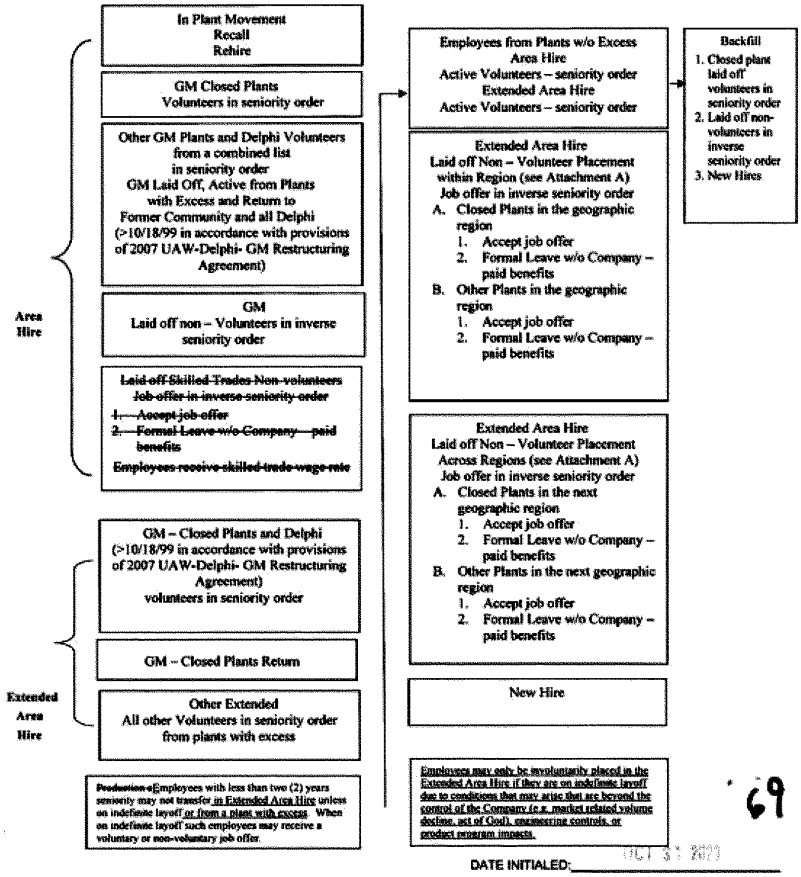
APPENDIX A PLACEMENT PROCESS
JOB OPENINGS



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DATE INITIALED: OCT 31 2007

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APPENDIX L

SOURCING

1. Insourcing

The Parties acknowledge that a commitment to job creation and preservation will require ongoing, close cooperation. The UAW and GM Sourcing Staffs will support the effort toward creating and preserving jobs by implementing the jointly agreed upon Business Review Team (BRT) process described in the Sourcing Guidelines (Document 16 attached to this Agreement). This process will operate at the National level and is structured such that it will also support any plant initiatives relative to sourcing activity, as described in Appendix K. The BRT will be an integral part of ensuring that the UAW has early involvement in future product sourcing activity in Assembly, Stamping, Global Propulsion Systems including castings and components, (GMCH) and will focus on identifying additional job growth opportunities and resolving sourcing issues. When insourcing studies are undertaken, the local parties at the UAW-GM represented facilities to be studied will receive all SOR and RFQ documentation at the same time as any outside supplier being considered for the same work.

The BRT will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which the BRT identifies as that which might be performed competitively within the location based on the criteria outlined in the Sourcing Guidelines. The BRT will, when jointly deemed to be appropriate, seek input from the Local Shop Chairperson and Plant Manager, as described in Appendix K to this Agreement. Any plant based joint recommendations are to be forwarded to the National Sourcing Committee for review. Both parties to this agreement acknowledge and commit that these matters should be viewed as high priority at the local level. Access to confidential information such as quote packages and pertinent financial data is essential.

If it is established that the work being studied can be performed competitively judged by the agreed upon criteria, management will adopt the BRT's proposal and barring unique or unforeseen circumstances, bring the work in-house. The Union shall thereafter obtain any

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necessary approval or ratification within 30 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 UAW-GM facility from a non-UAW-GM facility. In these situations, a Notice of Temporary Insourcing will be completed and submitted via the same processes as a Notice of Temporary Outsourcing. It is anticipated that work would normally be temporarily insourced for periods of 12 months or less and may be extended with input from the local parties and mutual agreement by the National Parties. Furthermore, if it is established that this work can be performed competitively on a permanent basis as judged by the agreed upon criteria, and the initiative conforms with the existing commercial terms and conditions, management will adopt the proposal and keep the work in-house.

2. Outsourcing

A moratorium on outsourcing is in place for the term of the new collective bargaining agreement for any work consisting of at least one (1) full-time equivalent direct, indirect or skilled job. Outsourcing as used herein means the Company's sourcing of work from UAW-GM locations to non UAW-GM locations. Excluded from this definition are changes in production or purchase arrangements made by any non-GM/North American sourcing authority (i.e., subsidiaries, affiliates, captives, joint ventures, transplants, etc.).

3. Temporary Outsourcing

The National Parties agree that temporary outsourcing is not intended to provide a means for circumvention and abuse of the normal outsourcing notification procedures outlined in this Agreement. Outsourcing notices should be issued to address temporary situations such as: breakdown of machinery or equipment, plant rearrangement and/or modernization, spot buys, model changeovers, and factory assists, etc.

When practical to do so, given the nature of the problem necessitating the ~~temporarily~~ temporary outsourcing, the local parties will discuss in advance whether there are feasible alternative actions that can be taken to avoid temporarily moving the work. If

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unsuccessful in their efforts, the Local parties ~~can~~may petition the National parties to temporarily suspend the provisions of Appendix A, section II, C, 2 of the ~~2023~~ UAW-GM-~~UAW~~ National Agreement.

The National Parties will monitor all temporary outsourcing to assure the return of such work in a timely fashion in keeping with the intent of this Appendix.

Management reiterates that the Temporary Outsourcing process is not to be used to circumvent the other provisions of this Appendix.

The Parties understand that circumstances do arise wherein the projected return date of temporarily sourced work legitimately requires an extension and such extension requests will be reviewed by the National Parties.

Any questions or problems that may arise relative to the meaning and intent of this understanding will be reviewed and resolved by the National Parties on a case-by-case basis.

4. Future Product Sourcing

A confidential ~~"wall review"~~ Future Business Review will be held twice annually, unless mutually agreed to deviate, concerning future product programs which will identify new or redesigned vehicles, vehicle platforms, vehicle models and propulsion systems, including stampings, castings and components (including GMCH locations), to the extent that those are known at the time of the review. These meetings will be attended by the GMNA Vice President of Labor Relations, and the Vice President and Director of the General Motors Department of the UAW.

Similarly, an annual Propulsion review will be conducted by senior Propulsion operations management. This meeting will include a review of the Propulsion long-range plan and anticipated effect on Propulsion plant product capabilities.

The Parties also agree that the National Sourcing Staff will attend semi-annual ~~"wall reviews"~~ Future Business Reviews of the Company's assembly, stamping and powertrain operations.

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Management will provide the UAW Assistant Director – Sourcing with overview information about vehicle programs tentatively planned for sale in the U.S. market as those programs pass either the Architecture Statement of Strategic Intent (ASSI), Program Framing Initiated (PFI), or Program Kick Off (PKO) milestone, as is appropriate for the specific program. This information will include, but not necessarily be limited to, the type of vehicle being studied (car, truck, crossover), the anticipated propulsion type (if known), and the market segment in which the study program is expected to compete. A more thorough review will be conducted at a later point, as described in the next paragraph. Once a tentative UAW-GM production location has been named, Management will provide the UAW Assistant Director – Sourcing with information pertaining to any relevant Notices of Decision that may be issued regarding such program until start of regular production is reached.

In as much as these milestones occur well in advance of the program being approved and assembly sites being targeted, the information provided will focus on the vehicle itself and could include such information as expected body styles, brand assumptions, role in the overall portfolio and primary regions of sale.

International Union input to early sourcing decisions will be sought by the Company's Groups and Divisions. In that regard, the International Union will be provided a review of a new or redesigned vehicle or new propulsion system intended for sale in the U.S. market upon Document of Strategic Intent (DSI) or Balanced Business Case (BBC) as is appropriate for the specific program; or the Kick Off (KO) gate for propulsion systems.

Following the notification, the members of the National Sourcing Committee shall have responsibility for overseeing the interface with individual vehicle programs and the Powertrain, Metal Fabricating and CCA operations. The UAW Future Product Sourcing Representatives for Vehicle Manufacturing, Powertrain, Metal Fabricating and CCA operations will work with members of their respective organizations so as to gain information and knowledge and to provide input into sourcing discussions and sourcing determinations for those organizations. The Business Review Teams will function pursuant to the guidelines established by the Parties.

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The Company agrees not to use the results of such discussions to obtain more attractive contract terms from outside suppliers in lieu of keeping the work in-house.

All information provided by GM to the UAW pursuant to Appendix L shall be considered "Future Product Information" and subject to the confidentiality requirements set forth in Doc. No. 16.

The commitments expressed in this Appendix are intended to contribute significantly to our cooperatively working together to provide General Motors employees in the United States improved job security by growing the business.

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MEMORANDUM OF UNDERSTANDING
GM COMPONENTS HOLDINGS, LLC (GMCH)

During the 20~~19~~23 National Negotiations the parties discussed at length the unique competitive pressures facing the GM Components Holdings, LLC (GMCH) plants. Efforts to control operating costs have improved the overall performance of these operations. The parties recognize that cost effective operations are critical to the job security of all employees.

The National Parties agree that the majority of provisions contained in the ~~2019~~ 2023 UAW-GM National Agreement assist these plants in remaining competitive and maintain the ability for continuous improvement in all aspects of their operations. However, as mentioned previously, competitive pressures continue and are not anticipated to lessen in the future. Unless otherwise expressly excluded, the provisions of the 202~~3~~19 UAW-GM National Agreement will apply to all GMCH plants. In addition to the exclusions identified below, other enabling provisions within the 202~~3~~19 UAW-GM National Agreement may represent opportunities for the local parties to improve the competitiveness of their sites relative to other components suppliers and to reduce costs imposed upon GM or GMCH under the existing UAW-GM Agreements. The National Parties strongly encourage the local parties to investigate and jointly implement other cost savings initiatives.

Given GMCH's unique operations and competitive environments, the parties agree to the following which serve as exclusions to the 202~~3~~19 UAW-GM National Agreement:

- Except as provided for herein, all GMCH employees are considered "In-Progression" employees and are subject to all In-Progression provisions ~~(exceptions include wages, etc.)~~.

- ~~Other Than Skilled GMCH employees hired prior to November 16, 2015 will be placed at a rate in accordance with the table below. Subsequent to the increase upon ratification, increases will be employee specific and will be effective on the Monday following the anniversary of the employee's seniority date, as shown in the table below. Once an employee has reached a rate of $19.86, they will receive subsequent pay increases on the anniversary date of the agreement.~~

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DATE INITIALED:

INITIALED BY PARTIES: MP MEY

~~Seniority at Effective Date~~	~~Base Rate~~
~~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~~

- ~~Employees who reach the maximum rate of $22.50 will become eligible for the General Increases as defined in Paragraphs 98(a) and 98(b), as well as the Performance Bonus Payment as defined in Paragraph (101). Employees who progressed to the maximum rate on August 26, 2019, however, will not be eligible for the 2019 Performance Bonus Payment, defined in Paragraph (101).~~

- ~~Hourly Wage Rates for Other Than Skilled GMCH employees hired on or after November 16, 2015 shall be established as follows:~~

~~At Date of Hire~~	~~$16.25~~
~~After 12 Months~~	~~$17.16~~
~~After 24 Months~~	~~$18.06~~
~~After 36 Months~~	~~$18.96~~
~~After 48 Months~~	~~$19.86~~
~~After 60 Months~~	~~$20.46~~
~~After 72 Months~~	~~$21.07~~
~~After 84 Months~~	~~$21.70~~
~~After 96 Months~~	~~$22.50~~

~~Employees who reach the maximum rate of $22.50 will become eligible for the Performance Bonus Payment as defined in Paragraph (101).~~

- GMCH production (or Other Than Skilled) employees will be paid in accordance with the rate tables in the Memorandum of Understanding UAW-GM Wage & Benefit Agreement for Employees In-Progression.

- All GMCH employees have transitioned to the GM Benefit Plans, under the provisions applicable to "In-Progression" employees, including SUB provisions (with the exception of Skilled Trades employees who will receive traditional SUB) and any Profit Sharing

Plan. However, those GMCH employees covered under the Benefit Guarantee agreement between GM and the UAW dated September 30, 1999, will continue to receive benefit treatment under the terms and administrative practices of the Benefit Guarantee.

- Nothing in this agreement amends existing rights of eligible GMCH employees to flow back to General Motors LLC sites or requires different treatment from that of employees from other Delphi units, i.e., GMCH employees with timely applications and hired on or prior to October 18, 1999, may flow to GM as a traditional employee.

- The National Parties acknowledge that GM or GMCH may consolidate one or more GMCH operations into another existing GM or GMCH plant and may also sell any of the four site operations.

- No GM production (Other Than Skilled) employees will have the right to flow into the GMCH sites, unless from a site with excess.

- The UAW has agreed that employees of GMCH can be made direct employees of GM at GM's discretion, and, in such case, will remain subject to the terms of this MOU. GM reserves the right to determine whether to "lease" employees to GMCH and/or to maintain GMCH as a distinct entity.

- The Company, GMCH, and the UAW acknowledged the importance of maintaining strong relationships with current non-GM customers and potentially growing the business with new customers. In that regard, the Parties recognized the necessity to provide a consistent, predictable, and uninterrupted supply of product. Therefore, specific to the production and/or shipment of product to non-GM customers, strikes of any kind are prohibited, and neither the Union nor any GMCH employee will instigate, encourage, authorize, or participate in any slowdown, picket or work stoppage at a GMCH facility during the term of the 2023~~19~~ UAW-GM National Agreement.

  The National and Local Parties will jointly work together to develop an appropriate manpower plan that ensures an uninterrupted supply of product to non-GM customers in the event of an otherwise lawful labor dispute at the National or Local level.

The parties also agree that the GMCH sites may have additional opportunities to competitively bid on future GM product programs, subject to GMCH's current engineering resources being adequate to support them and to GM or GMCH's having intellectual property rights necessary for production, use, and sale of components made at any of the sites. Additionally, the parties agree that should a third party express an interest in any of these sites as an ongoing business, arrangements that modify agreement terms and conditions may be necessary. As a result, the parties acknowledge that future circumstances may dictate that the local parties consider wage and/or benefit reductions in an effort to ensure their operations become competitive within the components industry. In any such situations, the local parties may propose wage and benefit agreement changes to the National Parties for approval. Such changes would remain subject to local ratification.

The parties recognize that specific exclusions, modifications or variances may have been inadvertently omitted from the listings above. Any such issues that may result will be addressed by the National Parties.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives.

International Union, UAW	**General Motors LLC**
Michael J. Booth	Michael O. Perez

MEMORANDUM OF UNDERSTANDING
Re: GMCH, Davison Road and West Chester Appendix A Transfer Eligibility

GMCH, Davison Road and West Chester production employees have certain placement rights under Appendix A. Those GMCH, Davison Road and West Chester employees who are not eligible to flow back to GM or where placement with GM is not the product of their flow back rights will be eligible to transfer pursuant to the provisions of Appendix A of the UAW-GM National Agreement under the following conditions:

For purposes of placement under Appendix A, GM will use the GMCH, Davison Road and West Chester employee's company seniority date.

In the event two or more employees have the same longest company seniority date, GM will use the employee's entire GMIN number in ascending order as the tie breaker.

Seniority employees employed by GMCH, Davison Road and West Chester as of the effective date of the 2019 UAW-GM National Agreement who hire into a GM regular status production job, will have their GM company and plant seniority date be the effective date of the 2015 UAW-GM National Agreement.

Employees hired by GMCH, Davison Road and West Chester after the effective date of the 2015 UAW-GM National Agreement who are hired into a GM regular status production job, will have their GM company and plant seniority date be the date of hire at their GMCH, Davison Road or West Chester location.

Those former GMCH employees who transferred to a GM plant under a prior MOU that resulted in their seniority being adjusted will have their previous seniority dates reinstated upon being hired back into a GMCH facility.

Such employees will not be treated as flow backs and will remain eligible for the same Vacation and Benefits treatment by GM as when working at GMCH, Davison Road or West Chester.

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DATE INITIALED:

INITIALED BY PARTIES: MP MZ

~~For purposes of wage progression treatment, GMCH employees will be placed at the next closest GM In-Progression wage rate which does not result in a reduction in relation to their GMCH wage rate.~~

~~GMCH Wage Rate at time of Transfer~~	~~New Rate at Effective Date of Transfer~~	~~+52 weeks worked~~	~~+52 weeks worked~~	~~+52 weeks worked~~	~~+52 weeks worked~~	~~+52 weeks worked~~	~~+52 weeks worked~~	~~+52 weeks worked~~	~~+52 weeks worked~~
~~$16.25~~	~~$17.00~~	~~$18.00~~	~~$19.50~~	~~$23.00~~	~~$24.00~~	~~$25.00~~	~~$26.00~~	~~$28.00~~	~~*~~
~~$17.16~~	~~$18.00~~	~~$19.50~~	~~$23.00~~	~~$24.00~~	~~$25.00~~	~~$26.00~~	~~$28.00~~	~~*~~	~~*~~
~~$18.06~~	~~$19.50~~	~~$23.00~~	~~$24.00~~	~~$25.00~~	~~$26.00~~	~~$28.00~~	~~*~~	~~*~~	~~*~~
~~$18.96~~	~~$21.00~~	~~$24.00~~	~~$25.00~~	~~$26.00~~	~~$28.00~~	~~*~~	~~*~~	~~*~~	~~*~~
~~$19.86 - $21.70~~	~~$22.50~~	~~$25.00~~	~~$26.00~~	~~$28.00~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~
~~$22.50~~	~~$24.00~~	~~$26.00~~	~~$28.00~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~
~~$23.18~~	~~$26.00~~	~~$28.00~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~
~~$23.87~~	~~$28.09~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~	~~*~~

~~*Maximum Production Rate:~~

- ~~As of 10/28/2019 $30.46~~
- ~~As of 9/14/2020 $31.37~~
- ~~As of 9/19/2022 $32.32~~

Employees who accept an Extended Area Hire transfer will be eligible for a Basic Relocation Allowance.

Each employee transferred under these provisions will be backfilled by a temporary employee, if a backfill is required.

For the International Union, UAW:	For General Motors LLC:
Michael Booth	Michael Perez

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MEMORANDUM OF UNDERSTANDING
JOINT ACTIVITIES

The parties recognize the importance of conducting the joint activities with sound oversight, governance, and accountability including strict financial controls and compliance with all federal, state, and local laws.

Therefore, the parties agree that in order to achieve the goals set forth above, regarding the structure, administration and operations of joint activities, the parties agree as follows:

1. Joint Activities Trust Funds

a. In 2019, the parties agreed to reorganize the operations of the UAW-GM Center for Human Resources ("CHR"), which is currently incorporated as a nonprofit entity pursuant to Internal Revenue Code Section 501(c)(5), as two Taft-Hartley Trust Funds (Trust Funds) — the UAW-GM Labor Management Committees Trust Fund (LMC Trust) and UAW-GM Voluntary Employees' Beneficiary Association Trust Fund (VEBA Trust). The Trust Funds were established in 2021 as tax-exempt organizations pursuant to, respectively, Internal Revenue Code Sections 501(c)(5) and 501(c)(9). With regard to the operation of the Trust Funds, and the programs designed and funded under the respective Trust documents in accordance with this Memorandum of Understanding and Document 46, the parties agree as follows: The assets of the Trust Funds will be used for the exclusive benefit of the joint activities, training and other programs as set forth herein, and to defray reasonable and necessary costs of such programs, including the CHR's wind-down costs, legal fees and expenses, and any carry-over obligations of the CHR and in accordance with applicable law, and for no other purpose including charitable or other non-program activities.

b. To ensure that the LMC and VEBA Trusts have sufficient assets to conduct the labor-management activities, and administer the

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DATE INITIALED:

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employee benefit programs, described in this MOU, the collective bargaining agreement and the trust documents, the Company will make contributions to the Trusts as set forth in Exhibit A to this Memorandum of Understanding.

c. Local joint funds, plant stores, funding of plant stores, and the joint purchase, sale or distribution of UAW-GM promotional products and novelty items shall be prohibited.

d. The Board of Trustees of each Trust Fund is authorized to make all decisions regarding the expenditure of Trust assets, and the Company shall not have the right to review or accept, modify or reject those decisions. The Trust Funds will be audited at least annually by an external certified independent public accounting firm selected by the Trustees of each Trust Fund.

e. The Company shall make recommendations for, and assist in the implementation of, internal controls for the Trust Funds adopted by the Trustees of each Trust Fund. The Trust Funds shall keep true and accurate books of accounts and records of all their transactions which shall be open to the inspection of each of the Trustees at all times. The Company and Union shall have the right to review the audit reports and to review all expenditures made by each Trust Fund.

f. 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.

2. Trust Fund Functions

Pursuant to the trust agreements establishing the LMC and VEBA Trusts, the Board of Trustees of each Trust is comprised of three Trustees appointed by GM and three Trustees appointed by the Union.

The LMC Trust will be responsible for directing and conducting joint activities in the following areas: (i)

Global Manufacturing Systems, (ii) health and safety, (iii) employee placement, (iv) ADAPT, (v) communications, (vi) diversity, (vii) work/family, (viii) skill development and training (including benefits training and benefits conferences) and (ix) any other appropriate national and local labor-management activities to which the Company and the Union may agree.

The VEBA Trust will be responsible for administering the following benefit programs: (i) Joint Learning Centers Program, (ii) Tuition Assistance Program, and (iii) any other appropriate programs to which the Company and the Union may agree.

The duties and responsibilities of the Trustees of each Trust Fund will include, but not be limited to, the following: (i) setting policies and providing guidelines; (ii) approving and allocating funds for projects and activities; (iii) approving and monitoring expenditures for approved projects and activities; (iv) coordinating the efforts of the national committees identified above; (v) evaluating and auditing the ongoing performance and results of these committees; (vi) reviewing and approving proposals for national meetings, conferences, and workshops; (vii) integrating joint activities with Company structures and business decisions, as provided in the collective bargaining agreement and the documents governing the operations of the LMC and VEBA Trusts; (viii) keeping UAW leadership and Company management informed of joint Union-Management activities and the progress of the national committees in achieving their objectives, including convening regular joint meetings at the Group, Division, and Staff level to promote the coordination, delivery and implementation of effective human resource development programs and processes throughout the plants as well as to share appropriate business and joint activity information. The Trustees of each Trust Fund will at all times perform these duties and responsibilities consistent with the terms of the trust agreements establishing the applicable Trust Fund and applicable law.



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:

a. Modifications to the LMC Trust

i. The training conducted by 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: (a) 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; (b) both skilled and other than skilled bargaining unit work; and (c) new skills development, training on new equipment, and health and safety.

~~i.~~ii. Any other modifications to which the Company and Union have agreed or may agree.

b. Modifications to the VEBA Trust

i. The VEBA Plan will be amended to be consistent with the agreements reached during 2023 negotiations with respect to the Tuition Assistance Program.

ii. The training conducted by 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: (a) 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; (b) both skilled and other than skilled bargaining unit work; and (c) new skills development, training on new equipment, and health and safety.

iii. Any other modifications to which the Company and Union have agreed or may agree.

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

3. Dissolution of the CHR

a. Pursuant to the 2019 Memorandum of Understanding, the joint activities are now being conducted by the LMC and VEBA Trusts, and the Board of Trustees of the CHR is in the process of dissolving the CHR in accordance with all federal, state, and local laws. Except as required to effectuate the transition of the joint activities to the Trust Funds or the dissolution of the CHR itself, the CHR 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

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payments, expenditures and funding of any kind relating to the CHR shall cease.

b. Funds from the dissolution of the CHR will be placed into and held by the Trust Funds in amounts to each Trust Fund as determined by the Board of Trustees of the CHR.

c. The books and records of the CHR, as they exist on the date of dissolution, will be maintained by the Company in accordance with the Company's data retention policies and practices; provided, however, that the CHR and the Company will provide the Trust Funds with any books, records, data or documents that they may need in connection with Trust Fund operations.

4. Transition of CHR Operations

a. The Company and the UAW designate the AEB building at 5505 E. 13 Mile Road, Warren, Michigan as the property for the LMC and VEBA Trusts to conduct the joint activities. If, due to unforeseen circumstances, the AEB building is no longer available to house the joint activities and programs, the Company will provide a different property in the Detroit, Michigan area, subject to a determination by the Trustees of each Trust Fund that the property provides a suitable location for their operations. The Company will offer the Trust Funds a lease agreement on terms substantially comparable to the terms of the current lease agreement for the AEB building. Any property made available to the Trust Funds, will be offered at no cost and the Company will make any modifications to the property that the Trustees may reasonably request.

b. Subject to the terms of the Staffing Agreement between the LMC and VEBA Trusts and the UAW, the LMC or VEBA Trust, as appropriate, will reimburse the UAW for the compensation and benefit costs of International staff assigned to provide bona fide services to the CHR in connection with the joint activities or the transition of such activities to the Trust Funds, excluding any and all administrative fees and charges.

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5. National Joint Program Representatives

To the extent that the Trustees of the LMC Trust or the VEBA Trust determine that it is reasonable and prudent to use National Joint Program Representatives ("Representatives") to provide services to the Trusts, the parties agree to their use. Representatives may be used 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 to the appropriate Trust Fund, with no administrative fee, for the cost of the National Joint Program Representatives' compensation and benefits to the extent the Representatives perform work for the Trust Funds and subject to the terms of the Staffing Agreement between the LMC and VEBA Trusts and the UAW.

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

Representatives shall work from locations designated by the Trustees of the LMC and VEBA Trusts and shall perform such duties as the Trustees may assign, including the preparation of summaries of work performed. 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 UAW-GM 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 applicable Trust Fund(s). Removal of a National Joint Program Representative may be effectuated by the Trustees of the applicable Trust Fund(s). If the Trustees are unable to agree on a potential removal, that issue may be addressed under the dispute resolution procedures of the Trust Fund(s).

6. Local Joint Activities Committee

The parties agree that the appropriate local facilitating mechanism for all local joint activities is the Local Joint Activities Committee consisting of the President of the Local Union and Shop Committee Chairperson, Plant Manager and Personnel Director and UAW and GM Joint Activity Representative(s) as appropriate. The Local Joint Activities Committee is responsible for actively supporting the Local Joint Skill Development and Training Program and Local Human Resource Development Process, and provides coordination among all other local joint activities as determined by the Trustees of the applicable Trust Fund(s). The UAW Regional Director and/or their representatives should be fully apprised regarding joint activities including actions of the Local Joint Activities Committee.

The duties and responsibilities of the Local Joint Activities Committee include the following:

a. Formulate recommendations for integrating all joint efforts.

b. Evaluate joint activities with business operations through a joint planning process.

c. Ensure that a comprehensive annual training needs analysis is conducted, based upon plant business plan

information, and that an annual training plan is developed.

d. Implement annual steady state and launch training plans directed at UAW represented GM employees.

e. Evaluate the necessary resources to conduct training identified in the approved local plan.

f. Monitor and evaluate the performance and results of joint activities and provide positive recognition and/or corrective recommendations as required.

g. Regularly exchange information on plant operations and communicate appropriate information to all employees.

h. Keep UAW/Company leadership and the Trustees informed of the status and progress of joint activities.

The Company will provide a web-based training plan administration system for the development and tracking of training plans. The annual summary reports from the training plan administration system will serve as the reporting mechanism to the Trustees. The following must be submitted on an annual basis to the Trustees:

- A jointly approved training plan regarding planned training activities for the upcoming year by November 1 of each year for Course Type "Joint Programs".

- A jointly approved training plan regarding planned training activities for the upcoming year by January 31 of each year submitted by the Local Joint Activities Representative for all other training.

- A year-end summary of performance regarding planned training activities from the previous year by January 31.

The Union will be fully involved in all phases of training including analysis and development that is directed at UAW-represented employees.

In situations where mutual agreement regarding joint activities cannot be reached locally, either party may, where appropriate, appeal the issue to the Trustees for resolution.

All expenses associated with local joint activities will be paid by the Company, which shall have exclusive responsibility for managing all funds, payments and expenditures related to such activities. The Trustees shall be entitled to any information that they may reasonably request regarding the Company's management of funds, payments and expenditures related to the local joint activities. The local parties may also jointly request that the Trustees of the applicable Trust Fund(s) fund local training activities consistent with the purposes of the Trust Fund(s).

7. General

The parties have reviewed and updated provisions contained in the 2015 UAW-GM National Agreement pertaining to Joint Activities and joint funding. In the event that further changes are required, the parties are empowered to make them, provided that any such required conforming changes will not affect the substance of the programs and will be consistent with the spirit and intent of the parties as expressed in the CBA. The parties recognize that this Memorandum of Understanding supersedes any prior provisions and/or understandings related to joint activities and joint funding.

International Union, UAW:	General Motors LLC:
Michael J. Booth	Michael O. Perez
Nicole Current	Art Huber
Mike Plater	
Dave Shoemaker	

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Memorandum of Understanding – Joint Activities – Exhibit A

1. The Company will contribute $24.149 million to the UAW-GM LMC Trust and $12.804 million to the UAW-GM VEBA Trust to fund the Trusts' operations in 2024. The contributions to each Trust will be made in four equal quarterly installment payments by 2/29/24, 5/31/24, 8/31/24 and 11/30/24.
2. As used below, "Compensated Hours" shall have the same meaning as that term is defined in the General Motors Profit Sharing Plan for Hourly-Rate Employees in the United States.
3. 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 General Motors employees for the period starting 1/1/24 through 12/31/24 multiplied by 54 cents or (ii) the aggregate amount contributed to the Trusts to fund their 2024 operations multiplied by 1.03.
    b. 65% of the 2025 Contribution will be contributed to the LMC Trust and 35% 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 2/28/25, 5/31/25, 8/31/25 and 11/30/25. 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 February 28, 2025.
4. 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 General Motors employees for the period starting 1/1/25 through 12/31/25 multiplied by 54 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. 65% of the 2026 Contribution will be contributed to the LMC Trust and 35% 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 2/28/26, 5/31/26, 8/31/26 and 11/30/26. 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 February 28, 2026.

5. 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 General Motors employees for the period starting 1/1/26 through 12/31/26 multiplied by 54 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. 65% of the 2027 Contribution will be contributed to the LMC Trust and 35% 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 2/28/27, 5/31/27, 8/31/27 and 11/30/27. The Company will provide the Trusts with information showing the

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basis on which the 2027 Contributions are calculated, if based on Compensated Hours, no later than February 28, 2027.

6. 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 General Motors employees for the period starting 1/1/27 through 12/31/27 multiplied by 54 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.

   b. 65% of the 2028 Contribution will be contributed to the LMC Trust and 35% 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, 2/29/28, 5/31/28, 8/31/28 and 11/30/28. 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 February 28, 2028.

7. 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 February 1st of the year for which the contribution is to be made exceed the amount due to that Trust for the preceding year before any offset was applied.

Example for LMC Trust:	
Aggregate Contribution for 2024	$36.953M
Contribution to LMC Trust for 2024	$24.149M
LMC Trust Net Assets 2/1/25	$4.025M
Amount Net Assets Exceed 2024 Contribution	-$20.124M
Contribution for 2025 ($36.953M*1.03*.65)	$24.740M
Offset	None
Available to LMC Trust for 2025	$28.765M

8. 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.

9. 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.

10. To assist the Trustees in preparing the following year's budget, the Company will provide the Trusts with a report on March 1st of each year showing the total Compensated Hours of all UAW-represented General Motors employees for the twelve-month period ending December 31st of the prior year. The report will be accompanied by the underlying data used to determine the number of Compensated Hours.

    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.

The parties recognize the importance of conducting the joint activities with sound oversight, governance, and accountability including strict financial controls and compliance with all federal, state, and local laws.

Therefore, the parties agree that in order to make progress in achieving the goals set forth above, regarding the structure, administration and operations of joint activities, the National Agreement Memorandum of Understanding – Joint Activities, is amended to read as follows:

1. Executive Board-Joint Activities

It is agreed the Co-Directors of the Executive Board-Joint Activities ("Executive Board") will be the Vice President, GMNA Labor Relations, and the Vice President and Director of the GM Department of the UAW. Each will appoint two persons as members of the Executive Board. At all times, the Executive Board shall consist of an equal number of GMNA- and UAW-appointed members.

The Executive Board will actively direct and support the Health & Safety, GMS, ADAPT, Placement, Communications and Diversity departments and the Training plan, Tuition Assistance plan, Benefits and Work Family plan, and other national and local joint committees and activities as may be mutually agreed to by the Union and the Company.

The duties and responsibilities of the Executive Board will include, but not be limited to, decision-making, monitoring, evaluating, and developing programs related to national and local joint activities, joint training, joint programs and related committees (collectively "Joint Activities"), consistent with the Trust Funds described in section 2 below and this Memorandum of Understanding.

2. Establishment of the Trust Funds

The parties agree that the UAW-GM Center for Human Resources, which is currently incorporated as a nonprofit entity pursuant to Internal Revenue Code Section 501(c)(5), will be dissolved and its operations will be reorganized as two Taft-Hartley Trust Funds (Trust Funds) – the UAW-GM Labor Management Committees Trust Fund and UAW-GM Voluntary Employees' Beneficiary Association Trust Fund. The Trust Funds shall be established as tax-exempt organizations pursuant to Internal Revenue Code Section

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501(c)(5). Trust Agreements establishing the Trust Funds created pursuant to this Memorandum will be adopted upon the Effective Date of the 2019 National Agreement. With regard to the operation of the Trust Funds, and the programs designed and funded under the respective Trust documents in accordance with this Memorandum of Understanding and Document 46 - the parties agree as follows:

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

b. All local joint funds, plant stores, funding of plant stores, and joint purchase, sale or distribution of GM-UAW promotional products and novelty items shall be discontinued; and

c. The Company shall have the right to review all proposed expenditures of the Trustees of the respective Trust Funds and to accept, modify, or reject those expenditures in the sole and exclusive discretion of the Company. The Company is responsible for establishing internal controls for the Trust Funds and the Trust Funds will be audited on an annual basis by an external independent public accounting firm.

3. Dissolution of the CHR and Transition of Joint Activities to Trust Funds

a. Company and UAW representatives of the Board of Trustees of the CHR will begin proceedings to dissolve the CHR on the Effective Date of the 2019 National Agreement in accordance with all federal, state, and local laws. The CHR shall cease having any involvement in any activities, training, other endeavors, and any other functions of any kind; the CHR 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 CHR shall cease. The CHR Board of Trustees will make all

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necessary arrangements by November 30, 2019 for the CHR building to be sold. The CHR Board will also arrange for an independent audit of the CHR's property, assets, expenditures, income, liabilities, other finances and activities, the results of which will be provided to the Company and the UAW.

b. Funds from the dissolution of the CHR will be placed into and held by the Trust Funds in amounts to each Trust Fund as determined by the Company. The Company will cause to be transferred the balance of local joint funds into the Trust Funds in amounts to each Trust Fund as determined by the Company.

c. The books and records of the CHR, as they exist on the date of dissolution, will be maintained by the Company in accordance with the Company's data retention policies and practices.

4. Transition of CHR Operations and Personnel

The period from the Effective Date of the 2019 National Agreement to February 28, 2020 shall be used to transition the Joint Activities and the continuing functions previously conducted by the CHR to the Trust Funds as follows:

a. For the existing CHR Building, 200 Walker Street, the CHR Board of Trustees will determine which critical maintenance staff will be needed to perform services (if any) until the final sale of the building.

b. The Company will provide a designated property to conduct joint training activities.

c. It is agreed and understood that all affected current UAW-represented employees will be given reasonable notice of employment reassignments back to home GM facilities. The CHR employees, as part of the dissolution of the CHR, will be given reasonable notice of employment terminations.

d. To the extent that current UAW International staff perform CHR 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 February 28, 2020.

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5. National Joint Program Representatives

The Parties agree to the use of National Joint Program Representatives in support of the Health & Safety, GMS, ADAPT, Placement, Communications and Diversity departments and the Training plan, Tuition Assistance plan, Benefits and Work Family plan and the 2019 National Agreement language, to the extent the Executive Board – Joint Activities determines these positions are necessary. These Representatives will be governed by all Company policies and procedures applicable to UAW-GM represented employees. To the extent any such National Joint Program Representatives are employees of the UAW on assignment as a Representative, the UAW will chargeback, with no administrative fee, to the appropriate Trust Fund for the cost of UAW-represented National Joint Program Representatives' compensation and benefits. National Joint Program Representatives ("Representatives") shall work from the designated Company property and shall perform duties in support of their respective programs, including the preparation of summaries of work performed for the Executive Board – Joint Activities. The number of Representatives will be set by the Executive Board – Joint Activities during the term of the 2019 National Agreement. It is recognized that the number of agreed to 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 – Joint Activities. Removal of a National Joint Program Representative may be effectuated by the Executive Board. If the Executive Board – Joint Activities is unable to agree on a potential removal, that issue may be addressed under the dispute resolution procedures of the Trust Fund(s).

6. Local Joint Activities Committee

The parties agree that the appropriate local facilitating mechanism for all local Joint Activities is the Local Joint Activities Committee consisting of the President of the Local Union and Shop Committee Chairperson, Plant Manager and Personnel Director and UAW and GM Joint Activity Representative(s) as appropriate. The Local Joint Activities Committee is responsible for actively supporting the Local Joint Skill Development and Training Program and Local Human Resource

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Development Process and provides coordination among all other local Joint Activities as determined by the Executive Board. The UAW Regional Director and/or their representatives should be fully apprised regarding Joint Activities including actions of the Local Joint Activities Committee.

The duties and responsibilities of the Local Joint Activities Committee include the following:

A. Formulate recommendations for integrating all joint efforts.

B. Evaluate Joint Activities with business operations through a joint planning process.

C. Ensure that a comprehensive annual training needs analysis is conducted based upon plant business plan information and an annual training plan is developed.

D. Implement annual steady state and launch training plans directed at UAW represented GM employees.

E. Evaluate the necessary resources to conduct training identified in the approved local plan.

F. Monitor and evaluate the performance and results of Joint Activities and provide positive recognition and/or corrective recommendations as required.

G. Regularly exchange information on plant operations and communicate appropriate information to all employees.

H. Keep UAW/Company leadership including the Executive Board informed of the status and progress of Joint Activities.

The Company will provide a web based training plan administration system for the development and tracking of training plans. The annual summary reports from the training plan administration system will serve as the reporting mechanism to the Executive Board. The following must be submitted on an annual basis to the Executive Board:

- A jointly approved training plan regarding planned training activities for the upcoming year by November 1 of each year.

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- A year-end summary of performance regarding planned training activities from the previous year by January 31.

The Union will be fully involved in all phases of training including analysis and development that is directed at UAW-represented employees.

In situations where mutual agreement regarding Joint Activities cannot be reached locally, either party may appeal the issue to the Executive Board for resolution.

All expenses associated with local Joint Activities will be paid by the Company, which shall have exclusive responsibility for administering, implementing and managing all funds, payments, expenditures and programs related to such activities.

7. General

The parties have reviewed, and updated provisions contained in the 2015 GM-UAW National Agreement pertaining to Joint Activities and joint funding. Effective October 15, 2019, 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 GM-UAW National Agreement, shall cease and no longer apply. Further, the parties shall discontinue all local joint funds, plant stores, and the joint purchase, sale or distribution of GM-UAW promotional products and novelty items. As such, the parties recognize that this Memorandum of Understanding will be the controlling document and supersede any prior provisions and/or understandings related to Joint Activities and joint funding.

International Union, UAW:	General Motors LLC:
Michael J. Booth	Michael O. Perez
Nicole Current	Art Huber
Mike Plater	
Dave Shoemaker	

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MEMORANDUM OF UNDERSTANDING
JOINT SKILL DEVELOPMENT AND TRAINING

General Motors and the UAW reaffirm the need to continue and expand the Joint Skill Development and Training Program. Furthermore, the parties pledge to continue providing the resources necessary to assensure that all employees receive training and development opportunities in order to produce a highly motivated, capable workforce that continually improves its own, and the Company's ability to succeed in an increasingly competitive industry. The Union will be fully involved in all phases of training including analysis and development that is directed at UAW-represented employees.

I. UAW-GM JOINT SKILL DEVELOPMENT AND TRAINING COMMITTEE

This committee will promote and direct the development and implementation of skill development and training activities, including technical and launch training for active and dislocated employees. GM and the UAW strongly encourage all employees to avail themselves of these activities.

Training and job placement efforts for dislocated workers will be focused on finding comparable employment as soon as possible. In cases involving employees facing indefinite layoff where recall or future GM placement is unlikely, the parties agreed that efforts will include pre-layoff meetings. Guidelines and services for dislocated workers will be developed and approved by the Board of Trustees, of the UAW-GM Labor Management Committees Trust Fund and/or UAW-GM Voluntary Employees' Beneficiary Association Trust Fund.

In order to ensure that Training activities improve the performance of the enterprise and provide participants with enhanced job security, it is essential that Joint Skill Development and Training activities be integrated with the company structures and business decisions. Therefore, the National Parties agree that the UAW-GM Joint Skill Development and Training Committee will establish and maintain close communication with Company, Group and Divisional staffs and training functions to ensure that the parties at all levels jointly contribute to the development of effective joint training and development initiatives and utilize the resources and facilities designated by the Board of Trustees; of the UAW-GM Labor Management Committees Trust Fund and/or UAW-GM Voluntary

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MSY

Employees' Beneficiary Association Trust Fund to disseminate effective training and development practices. The parties at all levels should utilize these resources and facilities in developing and implementing joint training efforts. The joint parties agree to continue to update the current Joint Skill Development and Training Department course curriculum.

The duties and responsibilities of the UAW-GM Joint Skill Development Committee will include the following:

- Meet at least quarterly at jointly agreed upon times and places.
- Make available training resources to capacitate the Local Joint Activities Committees and additional local training personnel.
- A review of roles and responsibilities of Doc. 46 Human Resource Development Representatives (HRDs), Joint Training Representatives (JTRs) and Joint Activities Representatives (JARs), along with their certification process in order to provide training to ensure the effectiveness of these joint activities.
- Conduct annual joint programs representatives' training needs analysis and schedule required training.
- Identify Skill Development and Training needs for active employees in the areas of basic education, job-related and interpersonal skills.
- Design materials and activities to encourage the expansion of joint Union-Management efforts in our society.
- Sponsor appropriate activities to provide a forum for national experts from labor, academia, business and government to convene and deliberate upon the future of Human Resource Development.
- Authorize studies, demonstration projects and research activities on topics of mutual interest and importance.
- Monitor and evaluate UAW-GM Joint Skill Development Training Activities and provide status reports to the Board of Trustees of the relevant Trust.

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- Review all Joint Programs courses used by the UAW-GM membership to evaluate the effectiveness of technology, objectives, and materials used in these courses.

- Develop and rollout a comprehensive program for use at plants in their efforts to conduct training needs analysis, task analysis, training plans and maintain training records through a training plan administrative system.

- Review and update the Training and Development Planning Process as needed.

- Conduct and monitor the results of process reviews to monitor key elements of the Local Training and Development Planning Process.

- Joint Activities, Human Resource Development and Joint Training Representatives ~~W~~workshops, training meetings ~~and~~ or conferences ~~may~~will be scheduled during the term of the Agreement as determined by the Vice President and Director of the UAW-GM Department and the Vice President, GMNA Labor Relations, and paid through the Board of Trustees of the UAW-GM Labor Management Committees Trust fund~~with the approval of the Board of Trustees~~.

- Review and evaluate support requirements from the technical training community.

- Evaluate feasibility of providing Train-the-Trainer (T3) training for current and new technologies at the facility described in MOU Joint Activities or other jointly agreed to locations.

II. OTHER JOINT ACTIVITIES

In addition to its previously described duties, the UAW-GM Joint Skill Development and Training Committee will support other UAW-GM Joint Committees by:

1. Coordinating requests to the Board of Trustees of the relevant Trust for funding of joint activities, studies, pilot programs, training, etc.

2. Providing professional and staff support for joint program development, implementation and administration;

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3. Providing facilities as required for joint program development, implementation and administration;

4. Providing appropriate communication vehicles or information sharing processes for joint activities;

5. Providing mechanisms, facilities and staff to monitor, audit, and evaluate joint activities; and

6. Coordinating joint efforts, projects, and the various national committees on behalf of the Board of Trustees of the relevant Trust.

7. Update and deliver the internationally appointed representative common core curriculum training.

8. Review training courses currently used for professional development of Doc. 46 representatives and other target audiences.

III. RESPONSIBILITIES/LOCAL JOINT ACTIVITIES COMMITTEE

The Local Joint Activities Committee, as described in the Memorandum of Understanding - Joint Activities, will be responsible for the Local Joint Skill Development and Training Program. Additionally, the Local Joint Activities Committees will identify resources to ensure that a comprehensive annual training needs analysis is conducted based on plant business plan information. Locally approved training identified in the needs analysis and the necessary resources to conduct such training should be integrated, measured, and reported into the business plan deployment process. Also, the Local Joint Activities Committee will ensure that training programs are readily available which enable employees to improve upon and upgrade their basic education, job, and interpersonal skills.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives ~~on the 28th day of October, 2019~~.

International Union, UAW	**General Motors LLC**
Michael J. Booth	Michael O. Perez
Nicole Current	Mark Polglaze
Mike Plater	Art Huber

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Dave Shoemaker Michelle Antczak-Healey
John Szafranski

[See Memo-Human Resource Development]
[See Doc. 46; MOU-Joint Activities]

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NEW

MEMORANDUM OF UNDERSTANDING
RE: Skilled Trades Appendix A Transfer Eligibility for GMCH Facilities

During the 2023 National Negotiations the parties discussed at length the ability for skilled trades employees to transfer to applicable skilled trades openings that exist throughout General Motors LLC (GM) and GM Components Holding LLC (GMCH).

As a result of these discussions, the National Parties agree to allow skilled trades employees at GMCH and GM plants to be eligible to transfer to posted job openings at both GMCH and GM plants under the provisions of the Skilled Trades Transfer Process of the UAW-GM National Agreement pursuant to the following conditions:

- Those GMCH employees who are not eligible to flow back to GM will be able to transfer to GM plants pursuant to the provisions of the Skilled Trades Transfer Process of the UAW-GM National Agreement. Such employees will not be treated as flow backs and will maintain their same continuous service date for the purpose of benefits treatment by GM as when working at GMCH.

- For purposes of placement of GMCH skilled trades employees to GM facilities under the Skilled Trades Transfer Process, GM will use the GMCH employee's applicable company skilled trades date of entry.

- GMCH employees that established seniority after 10/18/1999 and before 11/23/2015, who hire into a GM plant, will have a new GM applicable skilled trades date of entry, company seniority date, and local seniority date of 11/23/2015.

- GMCH employees that established seniority on or after 11/23/2015, who hire into GM, will keep their current GMCH applicable skilled

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DATE INITIALED: SEP 26 2023

INITIALED BY PARTIES: MP MSF

trades date of entry, company seniority date, and local seniority date as their GM seniority dates.

- Those former GMCH skilled trades employees who transferred to a GM plant under a prior MOU that resulted in their seniority being adjusted to 11/23/2015, will have their previous seniority dates reinstated upon being hired back into a GMCH facility.

- If a GM skilled trades employee transfers to a GMCH site and then is subsequently reduced into production, that employee shall receive a wage rate in accordance with their new functional division wage table.

- Employees who accept an Extended Area Hire transfer may be eligible for a relocation allowance in accordance with Paragraph (96a)(2).

- Nothing in this agreement amends the existing rights of eligible GMCH employees to flow back to General Motors LLC sites in accordance with the provisions of the 2007 UAW-DELPHI-GM Memorandum of Understanding – Delphi Restructuring.

Any complaints regarding the application of this MOU may be referred to GM Labor Relations and the International Union for resolution; however, the above provisions shall not be the basis for any claims for back wages or any form of retroactive adjustments.

For the International Union, UAW:	For General Motors LLC:
Michael Booth	Michael Perez

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MEMORANDUM OF UNDERSTANDING
TUITION ASSISTANCE PLAN

During current negotiations, General Motors and the UAW reaffirmed the necessity of providing active and laid-off workers opportunities for education and training. These efforts will enable them to either re-enter the work force or enhance their development. Accordingly, the parties agree to continue the Tuition Assistance Plan for all qualifying workers who wish to pursue further education and training. The plan is designed to help active workers, laid off workers, workers who enter active or inactive service in the armed forces, or workers on an educational leave, enhance their opportunities for advancement.

Under this Plan, qualified workers are able to receive tuition assistance as outlined in the UAW-GM Tuition Assistance Plan Guidelines~~in the form of an up-front payment directly~~ to licensed or accredited schools such as colleges, universities, proprietary schools or vocational institutions. There shall be no duplication of tuition fees already covered by other state or federal education assistance plans or programs.

Courses

Suitable courses are those required for adult basic education, high school completion or high school equivalency certification, university, college, business, trade, proprietary schools, or vocational school courses or adult education classes.

Schools

Acceptable schools are those approved by the Company, including but not limited to those generally recognized by accrediting agencies, or under governmental education agencies.

TUITION ASSISTANCE PLAN FOR LAID OFF WORKERS

Eligibility

The participant must be a UAW represented General Motors-U.S. worker on indefinite layoff, who has recall or rehire rights under the terms of the current ~~GM~~-UAW-GM National Agreement, and who had at least one year seniority as of the last day worked prior to layoff.

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DATE INITIALED: OCT 2 8 2023

INITIALED BY PARTIES: MP MEY

TYPE OF ASSISTANCE

Maximum eligibility under this Plan is $89,400 of tuition assistance while on indefinite layoff. 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 $67,400
- 3 to 4 years $78,400
- 4 or more Years $89,400

The above specified amounts shall constitute an account upon which the worker may draw so long as the individual retains recall or rehire rights while on indefinite layoff. Certain changes in employment status will affect eligibility. If recall or rehire rights are lost under the terms of the ~~GM~~ UAW-GM National Agreement, or full-time employment is accepted that would pay wages comparable to those on the former job at General Motors, 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 assistance to an employee exceed $89,400 in any four-calendar-year period.

TUITION ASSISTANCE PLAN FOR ACTIVE WORKERS

Eligibility

The participant must be a UAW-represented General Motors-U.S. worker on the active employment rolls, ~~or~~ on temporary layoff with seniority, or ~~an UAW-GM~~ full-time Temporary employee with at least 90-days of continuous service under the terms of the current ~~GM~~ UAW-GM National Agreement. Also included are union officials on leave under the provisions of Paragraph (109) who are functioning in positions at General Motors locations or special assigned ~~GM~~ UAW-GM employees on leave under the provisions of Paragraph (109a) who are assigned at UAW-GM facilities.

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Employees are eligible for UAW-GM tuition assistance while on military service leave, under the provisions of Paragraph (112). However, these employees

shall exhaust all military tuition assistance benefits prior to utilizing the UAW-GM Tuition Assistance Plan (TAP).

During the term of this Agreement, active employees pursuing a four-year degree or a graduate degree are eligible for one (1) Tuition Assistance allotment, excluding advance payment, while on an educational leave of absence under the provisions of Paragraph (113).

Additionally, the surviving spouse or dependent child(ren) of a deceased, active seniority employee will be entitled to:

Spouse

- Utilize the remaining balance of the employee's current National Agreement Tuition Assistance eligibility (excluding any advance payment) for college or educational pursuits during a period equal to the length of the present Agreement following the date of the employee's death
- A one-time payment up to a maximum of $300 of the remaining balance may be used for jointly approved financial counseling

The benefit is not to exceed the maximum annual benefit allowed in each year following the employee's date of death.

Dependent Children

In the event that the decedent's spouse does not use this benefit, the dependent child(ren) of a deceased, active seniority employee will be entitled to:

- Utilize the remaining balance of the employee's current ~~year's~~ National Agreement Tuition Assistance eligibility (excluding any advance payment) for college or educational pursuits during a period equal to the length of the present Agreement following the date of the employee's death.

The benefit is not to exceed the maximum annual benefit allowed in each year following the employee's date of death.

Type of Assistance

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The following courses shall entitle individuals to those benefit levels specified below:

- ~~$5~~8,000 per year for degreed courses at regionally accredited colleges or universities

- Advance Payment

  Employees enrolled in college degree programs through accredited institutions, who exhaust their current year tuition eligibility, may utilize up to $1,000 of the following year's eligibility to cover the present or next semester eligible expenses. This advance payment is provided only in conjunction with courses offered at regionally accredited colleges or universities on a semester or quarterly basis and is not available for job related or personal enhancement classes. Advance payment of up to $1,000 will occur when the employee's 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 total tuition assistance eligibility over the life of the present Agreement.

- ~~$2,200~~4,000 per year for other job related courses

- ~~$1,450~~ 1,500 per year for personal enhancement courses not related to the employee's current job assignment, excluding courses commonly considered sports, games or hobbies

In no event shall the total assistance to an employee exceed $6~~5~~,000 in a twelve-month period. All courses are subject to approval by the Board of Trustees of the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund~~Executive Board – Joint Activities~~.

Funding

The plan shall be funded as provided in the Memorandum of Understanding – Joint Activities upon approval of the Board of Trustees of the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund~~Executive Board – Joint Activities~~.

Administration

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The Plan will be jointly administered by the Board of Trustees of the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund~~Executive Board—Joint Activities~~.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives ~~on this 16th day of October, 2019~~.

International Union, UAW	**General Motors LLC**
Michael J. Booth	Michael O. Perez
Nicole Current	Mark Polglaze
Mike Plater	Arthur Huber
Dave Shoemaker	Michelle Antczak-Healey
John Szafranski	

[See Par. (127)(hg)]
[See Doc. 102,125]

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MEMORANDUM OF UNDERSTANDING
UAW-GM WAGE & BENEFIT AGREEMENT FOR
EMPLOYEES IN-PROGRESSION

This memorandum applies to regular, non-temporary employees hired on or after October 16, 2007. Except as otherwise specified in this Memorandum, employees hired on or after October 16, 2007, will be covered in all respects by the UAW-GM 2023~~19~~ National Agreement.

Notwithstanding the foregoing, or anything else to the contrary, Article 2 of this Memorandum applies to all UAW-represented GM facilities covered by the 2023~~19~~ UAW-GM National Agreement.

Article 1

Seniority and Transfers

Employees covered by this Memorandum will be eligible to transfer within the classifications defined in this Memorandum in accordance with applicable National or Local Agreement provisions, and may apply and be transferred, if qualified, to the skilled trades or apprentice classifications. Notwithstanding any such transfer, these employees will continue to be covered by this Memorandum.

Wages and Classification Groupings

Employees covered by this Memorandum will receive the following rates of pay as defined below.

~~1.~~ **Manufacturing, CCA, GMCH, Subsystems and Brownstown**: Regular, non-temporary ~~Manufacturing~~ production (other than skilled) employees covered under this Memorandum of Understanding will receive base wage increases in accordance with the schedule below. ~~Employees hired prior to the effective date of the 2019 UAW-GM National Agreement will remain at their current wage rate until they become eligible for their next wage increase, based on 52 weeks worked. These employees will move into the Post-2019 Wage Scale with the effective date of their next increase.~~

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEJ

Progression	10/23/2023	Effective 09/16/2024	Effective 09/15/2025	Effective 09/21/2026	Effective 09/20/2027
Step 1	25.12	25.87	26.65	27.45	28.82
Step 2	26.91	27.72	28.55	29.41	30.88
Step 3	30.50	31.42	32.36	33.33	35.00
Max Rate	35.88	36.96	38.07	39.21	41.17

~~Weeks Worked (ww)~~	~~Effective 2019 CBA~~	~~Next Increase~~	~~Rates Effective 9/14/2020~~	~~Rates Effective 9/19/2022~~
~~New hire~~	~~$17.00~~	~~$17.00~~	~~$17.51~~	~~$18.04~~
~~< 1 year~~	~~$17.00~~	~~$18.00~~	~~$18.54~~	~~$19.10~~
~~+52 ww~~	~~$18.00~~	~~$19.50~~	~~$20.09~~	~~$20.69~~
~~+52 ww~~	~~$19.50~~	~~$23.00~~	~~$23.69~~	~~$24.40~~
~~+52 ww~~	~~$21.00~~	~~$24.00~~	~~$24.72~~	~~$25.46~~
~~+52 ww~~	~~$22.50~~	~~$25.00~~	~~$25.75~~	~~$26.52~~
~~+52 ww~~	~~$24.00~~	~~$26.00~~	~~$26.78~~	~~$27.58~~
~~+52 ww~~	~~$26.00~~	~~$28.00~~	~~$28.84~~	~~$29.71~~
~~+52 ww~~	~~$28.00~~	~~$30.46*~~	~~$31.37*~~	~~$32.32~~

~~*Employees who reach the maximum production rate effective September 17, 2018, or September 21, 2020, will be eligible for the Performance Bonus Payment provided in Paragraph 101.~~

~~2.~~ ~~Regular, non-temporary, Manufacturing employees hired prior to the effective date of the 2019 UAW-GM National Agreement, who are earning $24.40 per hour or more as of September 1, 2023, will advance to an hourly rate of $32.32 effective September 4, 2023.~~

~~**CCA Hired Prior to November 16, 2015:**~~

~~Regular, non-temporary CCA employees hired prior to November 16, 2015, will receive base wage increases in accordance with the following schedule:~~

~~Base Wage Rate~~	~~CCA~~
~~At Hire:~~	~~$17.00~~
~~+52 Weeks Worked:~~	~~$18.00~~
~~+52 Weeks Worked:~~	~~$19.50~~
~~+52 Weeks Worked:~~	~~$21.00~~
~~+52 Weeks Worked:~~	~~$22.50~~
~~+52 Weeks Worked:~~	~~$24.00~~
~~+52 Weeks Worked:~~	~~$26.00~~
~~+52 Weeks Worked:~~	~~$28.00~~
~~+52 Weeks Worked:~~	~~CCA Max*~~

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~~*Maximum Rates CCA~~

~~Effective Date of the 2019 NA: $29.76~~
~~Effective 9/14/2020: $30.65~~
~~Effective 9/20/2021: $30.65~~
~~Effective 9/19/2022: $31.57~~

~~**4. CCA Employees Hired on or After November 16, 2015:** For all regular, non-temporary production employees hired on or after November 16, 2015, will receive base wage increases in accordance with the following schedule:~~

	~~Base Wage Rate~~
~~At Hire:~~	~~$17.00~~
~~+52 Weeks Worked:~~	~~$18.00~~
~~+52 Weeks Worked:~~	~~$19.00~~
~~+52 Weeks Worked:~~	~~$20.00~~
~~+52 Weeks Worked:~~	~~$21.00~~
~~+52 Weeks Worked:~~	~~$22.00~~
~~+52 Weeks Worked:~~	~~$23.00~~
~~+52 Weeks Worked:~~	~~$24.00~~
~~+52 Weeks Worked:~~	~~$25.00*~~

~~*Employees who reach the maximum production rate effective September 17, 2018 or September 21, 2020, will be eligible for the Performance Bonus Payment provided in Paragraph 101.~~

~~5. Transfer of Seniority Employee~~

~~When an employee is transferred in Accordance with Appendix A, they shall receive a wage rate at their new functional division which places them in the same relative wage rate progression they held in their prior functional division.~~

6. **Skilled Trades Employee Rates**

The wage rates for skilled trades employees provided in the UAW-GM National 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 JIT status, or indentured as an apprentice.

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7. **Wage Progression**

Production, other than skilled, ~~E~~employees hired on or after October 16, 2007, will advance through the~~ir respective~~ Wage Progression Scale upon earning 52 weeks worked, consistent with the method defined for attaining seniority in Appendix D.

~~**Vacation Entitlement**~~

~~The maximum annual vacation entitlement for employees covered by this Memorandum shall be 160 hours.~~

Memorandum of Joint Activities and Orientation Program

Except as otherwise specified in this Memorandum, employees covered by this Memorandum will be covered by the programs, services and related activities jointly administered by the UAW-GM Board of Trustees of the appropriate trust. ~~Center for Human Resources.~~

Benefit Plans

In-Progression employees covered by this Memorandum will be covered by the In-Progression provisions of the benefit plans as set forth in each of the Benefit Supplemental Agreements, except for the UAW-GM Hourly-Rate Employees Pension Plan, Exhibit A.

Article 2

Scope

Except as specifically provided in this Memorandum, all provisions of the 202319 UAW-GM National Agreement, Agreements 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-GM National Agreement, Agreements or understandings will apply to employees covered by this Memorandum only by express agreement between the National Parties.

Compliance - Dispute Resolution

Disputes, local and national, involving the application or interpretation of this Memorandum, including but not limited to the commitments set forth in Article 1 above, will be reviewed by a Joint Committee consisting of three

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(3) members appointed by the UAW Vice President and Director of the General Motors Department and three (3) members appointed by the Vice President, Labor Relations, General Motors LLC.

The Joint Committee shall meet at least quarterly. GM and the UAW shall advise the Joint Committee at each meeting of any issues surrounding the administration and implementation of this Memorandum. GM will provide information as necessary on any issues raised for 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 governed 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 on the powers of the Umpire, contained in the UAW-GM National Agreement. Such matters will immediately move to the top of the arbitration docket.

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DELETE

Doc. No. 4

SUSPENDED AGREEMENT PROVISIONS

GENERAL MOTORS LLC

October 25, 2015

Mr. Terry Dittes
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dittes:

This confirms the parties' understanding that the suspension of the following agreement provisions will continue during the term of the 2015 GM-UAW National Agreement:

- Cost of Living Allowance – Paragraphs (101)(d) through (101)(l)
- COLA Calculation – Document 87
- COLA Calculation Conversion – Document 101
- Retiree Tuition Assistance Plan – Document 129
- UAW-GM Scholarship Program for Dependent Children – Document 130

The parties further agree that should it be determined that other previously suspended provisions were inadvertently omitted from this list, necessary revisions will be made.

Very truly yours,

D. Scott Sandefur
Vice President
GMNA Labor Relations

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP

Doc. No. 7

MEMORANDUM OF UNDERSTANDING
HEALTH AND SAFETY

The Company recognizes its obligation to provide a safe and healthful working environment for employees. We are committed to protecting the Health and Safety of each employee as the overriding priority of this Company. The implementation of actions to help our employees realize a healthy, injury-free environment is a leadership responsibility. The Union will cooperate in the Company's maintaining and improving a safe and healthful working environment. The parties agree to use their best efforts jointly to achieve these objectives:

General Motors has long recognized that employees are its most valuable asset. The health and safety of employees is vital for the effective and efficient operation of the Company.

In recognition of that principle, the parties agreed to the "Memorandum of Understanding on Health and Safety" during the 1973 National Negotiations. The Memorandum has provided an excellent framework for the joint efforts in health and safety within General Motors. Since that time many potential hazards have been reduced or eliminated. The Local Joint Health and Safety Committees and Plant and Divisional Review Boards, provided for in the Memorandum of Understanding, are effective at resolving most health and safety concerns within plants.

UAW-GM HEALTH AND SAFETY PROCESS

It is the intent of the parties in negotiating an agreement for health and safety to consider both the needs of the Company and the needs of the employees with safety as the overriding priority. Success of this program is dependent upon a relationship built on mutual trust and respect, and a willingness to work jointly in resolving issues and concerns in the health and safety arena.

The parties agree that the National Joint Committee on Health and Safety is empowered to make mutually satisfactory modifications and additions to the health and safety portion of this agreement, providing they do not conflict with Federal or State regulations, or approved programs and/or language set forth in any other portion of the National Agreement. The parties have developed a

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DATE INITIALED: OCT 2 8 2023

INITIALED BY PARTIES: MP MEY

joint health and safety process that allows for continuous improvement and the resolution of health and safety issues, differences, and misunderstandings. That process provides for the review and expeditious resolution of health and safety issues at various levels including:

- The Local Joint Health and Safety Committees
- Plant Safety Review Boards
- Divisional Safety Review Boards
- The National Joint Committee on Health and Safety
- Manufacturing Executive Directors

The parties recognize that Section IV of this Memorandum of Understanding describes a procedure for resolving health and safety issues arising at the plant level. Additionally, the parties agree that health and safety issues that meet any of the following criteria may be resolved in an expeditious manner using the procedure described below if the issue:

- Involves a disagreement about imminent danger
- Would significantly impact the Division or Company
- Involves a policy issue not already covered within the UAW-GM jointly agreed upon policies for health and safety, and/or the National Agreement
- Is a result of new processes or technological advances

Plant Health and Safety Issue Resolution Procedure:

1. If a health and safety complaint remains unresolved after the special conference as described in Section IV, Paragraph (d), of this Memorandum, and Local Management has given its answer, the Chairperson may bring the issue to the Plant Safety Review Board (PSRB) for resolution.
2. If the issue is not resolved at the PSRB, the assigned UAW International Representative (for Health and Safety) and the Safety Group Manager may be contacted to assist in complaint resolution, provided it meets the above criteria and is reviewed with the Co-chairs of the Divisional Safety Review Board (DSRB).
3. If the issue remains unresolved, the UAW International Representative or the Safety Group Manager may refer it to the Co-chairs of the Divisional Safety Review Board (DSRB), provided

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it meets the criteria listed above. If it does not meet the criteria, it shall be referred back to the special conference as described in Section IV, Paragraph (d), of this Memorandum.

4. Once the issue has been accepted for review at the DSRB, the initiating party will not utilize any other dispute/complaint resolution process or mechanism until after resolution by the DSRB, National Joint Committee on Health and Safety (NJC), or the Manufacturing Executive Director (MED), or unless the issue is returned to the special conference as described in Section IV, Paragraph (d), of this Memorandum.
5. Thereafter, such concerns, if unresolved, will be referred to the Co-chairs of the NJC for review and action. The Co-chairs of the NJC may choose to raise the issue with the MED in a joint meeting for review and resolution.
6. Thereafter, if the parties do not reach an agreement, the issue will then be returned to the initiating party with a written statement that no agreement has been reached. The issue will be returned to the special conference as described in Section IV, Paragraph (d), of this Memorandum of Understanding for further action.
7. When an issue is resolved at the DSRB level or higher, the parties agree to document and communicate to the appropriate parties, all health and safety issues resolved at the Divisional Safety Review Board or higher.

The parties agree to continue to use the existing joint health and safety process to improve health and safety within General Motors and expeditiously resolve health and safety issues, as they arise, at the appropriate level.

It is the intent of the parties to address and resolve health and safety issues as they arise during the course of the existing contract. Utilizing this process will help fulfill the goal of both parties to resolve all Health and Safety issues as quickly as possible and not let issues linger to be resolved during local or national contract negotiations.

If either the Company or the International Union wish to cancel or modify the portion of the Memorandum above, it will give a sixty (60) day written notice to the other party, listing the specific reasons for termination or modification of this section of the agreement. Within the sixty days, a mutually satisfactory meeting date will be arranged. If either party terminates the agreement, the parties shall

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otherwise conduct themselves in accordance with the provisions of this document in effect prior to September 18, 2003. The programs and policies implemented prior to the termination of this agreement shall also remain in effect for the life of the current agreement.

I. The Company agrees to:

a. Provide the necessary or required personal protective equipment, devices and clothing at no cost to employees. Problems in this regard will be worked out locally.

b. Provide equipment for Industrial Hygiene Technicians – Joint Ergonomic Technicians. Equipment for measuring noise, air contaminants, and air flow, including smoke tubes and equipment to perform ergonomic job evaluations, will be made available for use by the representatives of the Local Joint Health and Safety Committees, established pursuant to Section III hereof. Industrial hygiene monitoring equipment authorized by the National Joint Committee will be available as requested for use by the representatives of the Local Joint Health and Safety Committees.

c. Provide training for members of such Local Joint Health and Safety Committees, and appropriate education and training in health and safety for all employees.

d. Disclose, to the co-chairs of the National Joint Committee, the identity of chemicals or materials to which employees are exposed, including any information regarding remedies and antidotes for such chemicals. Information contained in each such disclosure shall remain the property of General Motors Company and will not be released without the expressed written permission of the Company.

e. Provide competent staff and medical facilities adequate to implement its obligation as outlined in (f) below. In addition, the Corporate Medical Director will continue to provide the guidelines necessary to implement the Voluntary Emergency Medical Response Team.

f. Provide to employees who are exposed to potentially toxic agents or toxic materials, at no cost to them, those medical services, physical examinations

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and other appropriate tests including audiometric examinations, lung function tests, and appropriate medical surveillance as identified by the National Joint Committee on Health and Safety at a frequency and extent necessary to determine whether the health of such employees is being adversely affected. Also, to provide the specific tests required for employees in jobs with special physical requirements.

Provide to each employee upon request a written report of the results of such examinations or tests which are related to occupational exposure. These results as well as those instances where it is determined that an employee has had a personal exposure exceeding the permissible levels as set forth in 29CFR-1910.1000, Air Contaminants and GM Occupational Exposure Guidelines (OEG), will be reviewed with the employee by the plant medical department prior to their release. Upon the employee's written request, copies of such information will be forwarded to the employee's personal physician. Problems regarding this procedure should be brought to the attention of Management.

In addition, in those instances where a breathing zone air sample is collected the employee will be notified of the results which will be entered on the employee's medical records.

g. Utilize UAW-GM Health and Safety Department of the LMC Trust to coordinate requests from Plant Management, the Local Shop Committee, the Local Joint Health and Safety Committee, or the National Joint Committee for plant surveys. Reports generated from such surveys will be reviewed by the National Joint Committee.

h. Provide access, upon reasonable notice, to all Company plants and locations to International Union Health and Safety Representatives. Upon request, reports on such surveys will be provided to the Company.

i. Arrange for UAW-GM Health and Safety Department of the LMC Trust to compile OSHA "Summary of Occupational Injuries and Illnesses" as it is now constituted, along with the total employee hours worked and incidence rate for each plant for the comparable period. Such information will be provided to the National Joint Committee.

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j. Direct Local Management and Local Joint Health and Safety Committees to provide prompt notification of fatalities, serious accidents or incidents including chemical spills, having potential for serious injuries or illnesses to the National Joint Committee. After making appropriate arrangements, a prompt investigation may be made by a team from UAW-GM Health and Safety in accordance with the "Special Review Board" procedure.

II. **The National Joint Committee on Health and Safety has five (5) representatives of the International Union and five (5) representatives of the Company. Each party will appoint at least one (1) member who has professional training in industrial hygiene, safety, or new technology. This National Joint Committee shall:**

a. Meet at least quarterly at mutually agreeable times and places. A summary listing of the items discussed at the meetings will be provided.

b. Review the Company's safety and health programs and make timely recommendations.

c. Develop an appropriate training program to be established for Union members of the Local Joint Health and Safety Committee. Annual training programs agreed to by the National Joint Committee will be provided to the Local Joint Health and Safety Committees so that they may perform their functions satisfactorily. In addition, they will receive specialized training appropriate to the operations in their respective units. The National Joint Committee will be provided the opportunity to review, approve and participate in such training or instruction programs.

d. Develop guidelines for employee training and education.

e. Review and analyze federal, state or local standards or regulations which affect the health and safety programs within the Company.

f. Review problems concerning serious or unusual situations affecting plant health and safety and make timely recommendations.

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g. Review and analyze the health and safety data for all plants that the Company is now required to compile on OSHA "Summary of Occupational Injuries and Illnesses" and Form 300S as they are now constituted.

h. Receive and deal with matters referred to them by Local Joint Health and Safety Committees. Reports, studies, etc., may be submitted to the National Joint Committee. The Local Joint Health and Safety Committees may request the National Joint Committee to evaluate and/or interpret the reports, studies, etc. The National Joint Committee will normally respond within thirty (30) days from receipt of such request.

III. **A Local Joint Health and Safety Committee will be established in each bargaining unit.**

Each such Local Joint Health and Safety Committee will consist of one (1) representative appointed by the Company and the representative(s) appointed by the Director of the Union's General Motors Department. The Union member(s) shall serve an indefinite term. The Union member(s) will receive, without personal cost, adequate and necessary training, to enable the effective performance of assigned functions.

Health and safety functions, at plants where there are no provisions for a Health and Safety Representative, may be performed by the Chairperson of the Shop Committee in addition to the other functions of a Committeeperson.

Local Joint Health and Safety Committees that have members on different shifts in accordance with Document 46 may have such members attend mutually agreed upon meetings. The Local Parties will allow the alternates for such members to handle current Health and Safety issues arising during the absence caused by the regular member's attendance at such meetings.

In the event that a Local Union Health and Safety Representative is absent for one day or more, including attendance at the annual joint training conference, such representative will be replaced by an employee who has been designated as the

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alternate by the International Union. As soon as practical following the effective date of this Agreement, the Vice President and Director of the General Motors Department of the International Union shall provide to the Company the names of the employees so designated.

The Local Joint Health and Safety Committees shall:

a. Meet at least once each month at a mutually agreeable time and place to review health and safety conditions within the plant and make such recommendations in this regard as they deem necessary or desirable. In those locations where an Industrial Hygiene Technician – Joint Ergonomic Technician (IHT-JET) has been appointed, that individual will attend the regular monthly meeting. The Local Joint Health and Safety Committee will coordinate the activities of all appointed safety personnel at its plant (e.g., IHT-JET, etc.). Periodically the Local Health and Safety Committee will review the associated functions performed by International and local appointees (e.g., IHT-JET, etc.) to ensure effective utilization of human resources and eliminate duplication of assignments. Discussion should include concerns from all areas of health and safety brought to the attention of the Local Joint Health and Safety Committee.

b. Make a health and safety observation tour once each two weeks. Prior to such observation tours, a review may be made of OSHA Form 300 accident experience. Investigate promptly major accidents as defined by the National Joint Committee. Receive prompt notification of any employee fatalities or serious accidents resulting from work-related injuries. When such events occur during the 2nd or 3rd shift, the Management member of the Local Joint Health and Safety Committee will notify the Union member, inform the representative of the facts, and arrange upon request, for the representative to enter the plant and investigate such events.

c. Be informed in advance, when possible, and have the opportunity to accompany Federal and

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State OSHA Governmental Health and Safety inspectors on compliance inspections. Accompany International Union, Company or professional Health and Safety consultants retained by the Company, including insurance inspectors, on regular surveys and those surveys requested by the Union. A copy of such reports will be provided, upon request, to the Local Joint Health and Safety Committee regarding alleged violations of applicable local, state or federal code or standard violation. The parties acknowledge that information contained in such surveys may be inaccurate or unfounded.

Additionally, General Motors will notify the Local Joint Health and Safety Committee whenever a plant contracts for Industrial Hygiene or related services concerning in-the-plant environmental conditions where there are reasonable concerns the conditions are having an adverse health impact on employees.

Copies of any reports received from these surveys will be provided to the Local Joint Health and Safety Committee. Copies of reports will be forwarded to the co-chairs of the National Joint Committee by the Local Joint Health and Safety Committee.

Reports and/or results of such surveys shall be for the use of the Local Joint Health and Safety Committee or the National Joint Committee.

Information contained therein shall remain the property of General Motors Company and will not be released without the expressed written permission of the Company. Advance arrangements should be made to permit participation in such surveys.

The Union does not waive any rights provided by federal or state law by such accompaniment.

d. Review lost time incidents and other major incidents, as defined by the National Joint Committee which occur in the work place and also review plant safety reports on such incidents and make any necessary or desirable recommendations.

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e. Receive a copy of the plant's report on OSHA "Summary of Occupational Injuries and Illnesses" and the facilities total - employee hours worked and the incidence rate for the comparable period.

f. Review Incident Investigation forms which would include an analysis to determine the root cause so that appropriate corrective actions can be developed.

g. Review, recommend, approve and participate in local safety education and information programs and employee job related health and safety training.

h. Where necessary, measure noise, air contaminants, and air flow with equipment provided by the Company and observe the use of appropriate industrial hygiene and safety testing equipment as required when available in the plant.

i. The Local Joint Health and Safety Committee will be provided copies of photographs taken which relate to health and safety matters in the plant, who will forward them to the co-chairs of the National Joint Committee, if appropriate. Such photographs (including video tapes, etc.) shall be for the confidential use of the Local Joint Health and Safety Committee, the National Joint Committee or the GM Department of the International Union only and shall not be reproduced, published and distributed in any way without the expressed written consent of General Motors Company.

j. Be advised of breathing zone air sample results and known physical agents or chemicals to which employees are exposed and protective measures and applicable emergency procedures. In addition, whenever it is determined that an employee has had a personal exposure exceeding the permissible level as set forth in 29CFR-1910.1000, Air Contaminants, and GM Occupational Exposure Guidelines, the Local Joint Health and Safety Committee and the National Joint Committee shall be

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informed in writing of such exposure and the corrective action to be taken.

k. When either member of the Local Joint Health and Safety Committee has a reasonable basis for concluding that a condition involving imminent danger exists, relevant information shall be immediately communicated to the co-committee member so that joint investigation can be carried out immediately and necessary or desirable recommendations made. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

l. The Company informed the Union that a management and a union member of the Local Joint Health and Safety Committee will become members of the local Plant Hazardous Materials Control Committee. Additionally, the IHT-JET, where established, will be added to the membership of the Hazardous Materials Control Committee.

IV. Complaint Procedure

a. Each District Committeeperson shall conduct a safety observation tour of their district one weekday each week for the purpose of examining health and safety conditions. The Committeeperson may call for the Union representative of the Local Joint Health and Safety Committee to take measurements of noise, air flow and chemical exposure utilizing equipment authorized by the National Joint Committee where appropriate training has been completed. The District Committeeperson will discuss with the supervisor and, failing successful resolution, with higher supervision, any problems which the Committeeperson feels requires correction. Every reasonable effort shall be made to settle the complaint at this point through discussion. If the problem remains unresolved, the Committeeperson may complete a "Health and Safety Complaint Form" in writing, in quadruplicate, which will include a statement of all the facts of the complaint.

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b. Complaints by employees concerning health and safety issues may be taken up in accordance with Paragraph (29) of the National Agreement with the understanding, however, that the Committeeperson, if called, will discuss the matter with the supervisor and, failing resolution, with higher supervision. If the matter is still not resolved, the Committeeperson may complete a "Health and Safety Complaint Form," as described in (a) above.

c. The member of higher supervision will give Management's answer promptly in writing on the "Complaint Form." The Committeeperson will give to higher supervision two (2) copies of the "Complaint Form" and transmit one (1) copy to the Union representative of the Local Joint Health and Safety Committee.

d. The Local Joint Health and Safety Committee will within two (2) working days visit the area where the complaint arose and observe the conditions complained of. Within a maximum of three (3) working days from the day of their visit, the Local Joint Health and Safety Committee will answer the complaint in writing. A unanimous decision by the Local Joint Health and Safety Committee will settle the issue. Failing such unanimous decision, the complaint will be discussed at a special conference attended by the Union and Management members of the Local Committee, the Chairperson of the Shop Committee or the Chairperson's designated representative, and another member of Management. If the parties are unable to resolve the complaint in the special conference, the complaint will be answered by Local Management within five (5) working days. Thereafter, Paragraph (37) of the National Agreement will be applicable. Thereafter, the regular Grievance Procedure of the National Agreement will be applicable.

e. Health and safety complaints affecting substantial groups of employees may be initiated by the Health and Safety Representative. To do so, the representative shall submit a completed "Health and Safety Complaint Form" to the Chairperson of the

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Shop Committee. Should the Chairperson of the Shop Committee, upon investigation of the complaint, determine that the complaint has merit, the Chairperson shall sign the form and present it to Management in a special conference as outlined in IV (d) above within five (5) working days.

V. **Nothing herein shall be construed to restrict any employee's rights under Section 502 of the Labor-Management Relations Act, 1947, as amended.**

VI. **No provision herein will restrict the right of the Chairperson of the Shop Committee, Zone Committeepersons or District Committeepersons to perform their functions under the terms of the National Agreement and locally negotiated agreements.**

A Health and Safety Representative, who is appointed by the International Union, shall have only the duties and functions as set forth in this Memorandum and attachments dealing with Health and Safety. Such representative shall be subject to the provisions of the following paragraphs of the National Agreement: Paragraphs (17), (19), (20), (21a), (21c), (22), (22a), (22b), (23), (23a), (24), and (27). Although it is recognized that they are not Zone Committeepersons, during regular hours the Health and Safety Representative shall be paid and shall be scheduled to report at the plant for Health and Safety representation purposes in the same manner as a Zone Committeeperson, with a designated Health and Safety representation area on the representative's shift as the zone. During other than regular hours, the representative will be scheduled to report for Health and Safety representation purposes as follows:

a. During overtime, part-time or temporary layoffs, or inventory when three hundred (300) or more or fifty percent (50%) or more of the people on the representative's shift in the representative's Health and Safety representation area are scheduled to work. In addition, when new equipment and/or processes are being installed or tried out and one hundred (100) or more of the people on the representative's shift in the representative's

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Health and Safety representation area are scheduled to work.

b. During shutdown for model change, or for plant rearrangement when one hundred (100) or more of the people on the representative's shift in the representative's Health and Safety representation area are working on model change or plant rearrangement work.

During overtime hours, when less than three hundred (300) or less than fifty percent (50%) of the people on the representative's shift in the representative's Health and Safety representation area are scheduled to work, they will not function pursuant to this Memorandum of Understanding. The representative will be scheduled to function as a Health and Safety Representative when work is otherwise available in the representative's equalization group in accordance with Paragraph (71) of the National Agreement.

Finally, nothing in this memorandum of understanding, the attachments hereto, various policy letters on health and safety, or the joint health and safety training materials is intended nor should it be taken to impose upon the International Union, Local Unions, Union Health and Safety Committees, Union Officials, employees or agents, a legal or financial liability for either the health and safety of General Motors employees or for work connected injuries, disabilities, diseases or related losses incurred by employees of General Motors or its subsidiaries or by third parties while on the property of General Motors or its subsidiaries.

International Union, UAW	**General Motors Company**
Michael J. Booth	Michael O. Perez
Nicole Current	Mark Polglaze
Dave Shoemaker	Brett Slotka
Mike Plater	John Marcum

[See Doc. 7,Att.A;46;74;76;122;105;139]
[See CSA #19]

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ATTACHMENT "A" TO THE MEMORANDUM OF UNDERSTANDING HEALTH AND SAFETY

I. INTRODUCTION

The UAW and General Motors have for many years been proud leaders in adopting and effectuating policies designed to resolve employee health and safety problems and to promote a more healthful and safe work environment. To this end, the UAW and General Motors have entered into the following Memorandum of Understanding which embodies the spirit of the concern shared by the UAW and General Motors for the health and safety of employees. The parties recognize that the UAW and General Motors leadership have demonstrated a visible commitment to protecting employees from work place hazards that resulted in a significant reduction in injuries and illnesses. The Plant Safety Review Boards (PSRB), which consist of the joint local leadership and the Local Joint Health and Safety Committee (LJHSC) at each location have received leadership training in health and safety. This jointly developed course, entitled UAW-GM Health & Safety Leadership Training, covered roles and responsibilities and resulted in the establishment of a leadership driven safety process. This training was subsequently extended to other members of plant leadership including supervisors and committeepersons. The parties are committed to jointly work toward a safer workplace through the joint involvement of all employees, and have developed general awareness training for hourly employees that included an overview of the health and safety leadership process and associated responsibilities.

The Company and the UAW have worked jointly in an innovative manner to identify and correct potential hazards. The process used to correct potential hazards is the "Hierarchy of Controls", which describes the process of consideration of higher level controls such as elimination or engineering before administrative procedures or personal protective equipment.

The Company shall continue to recognize its obligation to provide a safe and healthful working environment for employees during working hours. The Union will cooperate with the Company's efforts to fulfill its obligations. To implement and coordinate these principles, a National Joint Health and Safety Committee (NJC) and Local Joint Health and Safety Committees have been formed, trained and empowered to function dealing with a

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DATE INITIALED: OCT 2 8 2023

INITIALED BY PARTIES: MP MSY

broad range of the subject matter. Included in this Attachment "A" to the Memorandum of Understanding is a Divisional Safety Review Board process designed to enhance Health and Safety awareness and compliance across General Motors operating divisions, and a Plant Safety Review Board (PSRB) process designed to review the unit's health and safety performance and monitor the implementation of its health and safety programs. The parties continue to recognize their roles and responsibilities, for assuring that all General Motors employees have safe and healthy work environments. The function of the NJC and the LJHSC should be technically constructive and problem resolution oriented.

In keeping with the purpose and intent of this Memorandum of Understanding and other related health and safety documents contained herein, the Union reaffirmed its commitment to communicate to its members the need to utilize the internal processes available to resolve health and safety matters.

The parties recognize that a joint commitment must be directed toward achieving a safe and healthy workplace. Therefore, it shall be the responsibility of the NJC, as the mechanism, to guide in an appropriate direction.

The parties have resolved the health and safety issues raised during these negotiations as follows:

II. CORRECTIVE COUNSELING

General Motors recognizes the responsibility of management to provide appropriate training, leadership, counseling and corrective action as necessary to eliminate unsafe practices or conditions from the workplace. Management and the LJHSC shall provide appropriate technical resources, safe practice instructions, support training and counseling. Unsafe practices or conditions that are observed normally require prompt action. Management so notified and/or observing such unsafe practices or conditions should take appropriate action promptly and document such action. The LJHSC will assist in counseling employees regarding audiometric testing, blood lead, pulmonary function testing, etc. Action taken to improve safety performance of employees should be documented and copies retained by the LJHSC on a permanent basis.

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III. REVIEW BOARDS

The parties are committed to the continuous improvement of employee health and safety. The joint process developed between the parties has positively impacted this commitment. In order to place further emphasis on the implementation of the joint process and to enhance communication and resolution of health and safety issues throughout the respective divisions/platforms, each operating organization will implement a Divisional Safety Review Board (DSRB).

Each DSRB will consist of a Manufacturing Executive Director, a designated UAW administrative individual, as Co-chairpersons, and appropriate support personnel (or other similar arrangement approved by the NJC). Included within each DSRB, a representative of Sustainable Workplaces will be available to address and respond to key issues. Also, the GM Global Manufacturing Engineering organization involved with Ergonomics and Design-In activities will conduct a similar Review Board process to summarize current ergonomics status including a review of GM Ergonomics Machinery and Equipment Guidelines and modifications resulting from the Company's periodic revision of this document. Each DSRB shall meet on a regular basis and consider appropriate health and safety matters within the respective division. Additionally, if an urgent issue arises, either Co-chairperson may contact the other to review and resolve the immediate concern. To further enhance joint efforts to achieve a healthy and injury-free workplace, the parties agree to establish Plant Safety Review Boards (PSRB). The PSRB will be co-chaired by the Plant Leader and Shop Chairperson and the membership shall consist of the Local Shop Committee and members of the Plant Leader's staff. The PSRB will meet monthly to review the unit's health and safety performance and monitor implementation of its health and safety programs. The LJHSC will attend all PSRB meetings. In addition, the Divisional Safety Review Board and the PSRB may request the NJC to consider projects, studies, training, and other such matters that pertain to employee health and safety. Also, the NJC may seek advice from and may consider for implementation the health and safety needs expressed by the Divisional Safety Review Board and the PSRB, including for example, special funding requests, projects, studies, training and other employee health and safety matters.

The parties are committed to preventing fatalities and serious injuries. In furtherance of this interest, a Special

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Review Board meeting will be convened at such time as appropriate upon the request of the NJC. The purpose of the Special Review Board will be to recommend improvements in safety and health practices. The primary tool to accomplish this objective will be a complete safety hazard analysis of the job or operation at issue. This analysis will be conducted by a joint team from UAW-GM Health and Safety Department of the Labor Management Committees Trust (LMC Trust), especially trained in analytical techniques. An action plan will be developed by the Special Review Board for the Group or Division involved. Senior Operating Management will assess the implementation and progress of the action plan after an appropriate lapse of time as established by the Special Review Board.

The Special Review Board will consist of members of the NJC, UAW-GM Department Servicing Representatives, the Local Chairperson, the Plant Leader and the Manufacturing Executive Director for the affected unit. The LJHSC, and/or other officials or resources, as deemed appropriate by the NJC, may be invited to attend as observers. The Special Review Board will meet at a site designated by the NJC. The NJC will provide technical support for the Special Review Board's efforts. The Special Review Board will normally convene one week after notification by the NJC, and issue its recommendations within two weeks after concluding its review.

IV. FINAL REPORT

A video report may be prepared at the request of the Special Review Board. The purpose of the report is to convey factual information and recommendations. The presiding Manufacturing Executive Director on the Special Review Board will be responsible for arranging to have the interim written and/or video report presented to the next scheduled GM Executive Committee. A final report will be released to the plants following the review.

Any video produced as a result of the request by the Special Review Board will be reviewed and approved by the Special Review Board before release to the UAW-GM Leadership or the plants. All such information, video, etc., shall remain the property of General Motors and will not be released without General Motors' expressed written permission.

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V. VIDEO FILMING AND REPORTS

A video camera will be provided for use by the LJHSC. The operation or job site may be videotaped, without comment, for informational purposes. This equipment will be operated under the direction of the LJHSC. Any video made of a job or operation will not be copied or released except under the direction of the Special Review Board. A confidential copy edited to remove proprietary and/or other restricted information will be provided to the GM Department of the International Union upon request.

VI. JOINT RESEARCH AND OCCUPATIONAL HEALTH ADVISORY BOARDS

The NJC is responsible for evaluating the need for research based on its necessity, practicability and recognized benefits. The results of research conducted within General Motors facilities will only be used for purposes specifically authorized by the NJC.

The joint parties agreed to consider future health and safety related research activities, when necessary, by establishing ad hoc advisory boards for each agreed upon specific research activity, as approved by the Board of Trustees of the UAW-GM Labor Management Committees Trust. ~~Executive Board—Joint Activities.~~ These study-specific advisory boards will be established for the limited purpose of evaluating and overseeing their approved study and will disband at the end of their research project.

Such boards will consist of consulting specialists in the field of occupational health and safety research who will be selected based on joint approval by the NJC co-chairs. Advisory board members will be jointly selected based on specific abilities to oversee and evaluate aspects of the proposed research activity and will function as independent peer reviewers for the duration of the specific research activity. The size of each advisory board will be jointly determined by the NJC based on the scope and complexity of the research activity, but shall not exceed a maximum of five (5) consulting specialists per advisory board. These consultants will be responsible directly to the NJC and assist and advise on matters stipulated by the NJC. The number of consultants and the terms of their retention will be determined by the NJC. These consultants will evaluate the merits of the proposal and will oversee research activity for the duration of the study.

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The NJC will make recommendations for research and requests for funding of specific projects to the Board of Trustees of the UAW-GM Labor Management Committees Trust. ~~Executive Board – Joint Activities.~~ Such recommendations will include details as to facilities, length of project, funding, etc. Upon their agreement and approval, the Board of Trustees of the UAW-GM Labor Management Committees Trust. ~~Executive Board – Joint Activities~~ will allocate and monitor the expenditure of funds. Current and future research commitments and activities will be provided from joint health and safety funds.

The NJC will set research priorities. The parties recognize that research projects may include injury/illness prevention studies and those that may result in limiting employee exposure to potential health and safety hazards. Examples of studies include, but are not limited to ergonomic assessments and interventions, air quality evaluations and health impacts, and tasks that skilled trades employees perform that may expose them to potential health and safety hazards.

The NJC will institute, review and, as necessary, revise operating procedures and guidelines for its research program and consultants to improve the research process, and enhance communication pertaining to sponsored research. Included in the guidelines will be core criteria to assess proposed research in terms of its potential impact on worker health and safety, the established need for such study, its practicability, as well as the recognized benefits and probability of success. Where warranted, and based on confirmed results of sponsored studies, the NJC will devise an action plan and make appropriate recommendations to the Company.

In an effort to utilize joint research funds more effectively, the NJC will also investigate opportunities for jointly sponsored health and safety research with the UAW-Ford National Joint Committee on Health and Safety and the UAW-Chrysler National Joint Committee on Health and Safety.

VII. ERGONOMICS

Ergonomics

General Motors and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America recognize that Ergonomically-related

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~~MusculoSkeletal~~Musculoskeletal Disorders (EMSDs) are occupational illnesses present in the automobile industry.

The parties also recognize that the control of EMSDs is a complex issue often requiring the application of a number of different control methods and technologies that may differ from operation to operation. These include an ergonomically appropriate design, along with feasible engineering and administrative controls that materially reduce or eliminate job related EMSD stressors, employee and supervisory training and education, early recognition of the problem, early and proper medical diagnosis, treatment and care.

General Motors will continue to administer an Ergonomics Program at UAW represented locations utilizing guidelines established between General Motors and the International Union, UAW. General Motors recognizes the accomplishments of the joint ergonomics process and realizes the need for continued efforts to further reduce work-related EMSDs. General Motors is committed to progressively pursue improving and enhancing the current process with the UAW. The purpose of the program is to deal cooperatively and constructively with the problem of EMSDs in the workplace.

General Motors re-committed to fixing jobs that are identified as presenting a corresponding and documented risk of employee injury. The parties recognize that effective corrective action for jobs which present a documented risk of injury, require the timely use of sound judgment in combination with training, experience, and the following:

- Analysis results from the risk factor checklist and secondary analysis tools (when utilized)
- Injury/illness history of both the job and the worker
- The history and future plans of the job

Additionally during these negotiations, the parties agreed to utilize the NIOSH 1991 Lifting Equation as a tool (as referenced in the Excerpts From The Minutes of Health and Safety Committee – Ergonomics Analysis Tools).

It is also the responsibility of each site to maintain all equipment associated with ergonomics in accordance with the manufacturer's recommendations.

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Also, seats, chairs and mats or insoles can be considered appropriate solutions to control specific ergonomic risk factors. The Company agrees to leave such devices in place when they are provided in accordance with the guidelines in the UAW-GM Ergonomics Risk Factor Checklist.

UAW Industrial Hygiene Technician - Joint Ergonomics Technician

The Plant Safety Review Board (PSRB) has the responsibility for supervising and supporting both the Industrial Hygiene and Joint Ergonomics Programs. In plants with ~~750~~ 500 or more employees, the parties will establish one full time UAW Industrial Hygiene Technician - Joint Ergonomics Technician (IHT-JET) position. All such IHT-JETs will be appointed by the Vice President and Director of the GM Department, UAW. In addition, plants with 1,500 or more employees will supplement the IHT-JET with a second full-time UAW IHT-JET, and plants with 2,000 or more employees will supplement the IHT-JET with a third full-time UAW IHT-JET. In plants with 750 or more employees, the parties will establish one full time UAW Industrial Hygiene Technician - Joint Ergonomics Technician (IHT-JET) Alternate position for the facility. As soon as practical following the effective date of this Agreement, the Vice President and Director of the General Motors Department of the International Union shall provide to the Company the names of the employees so designated. In plants where the population is below 750, the alternate Health and Safety Representative will also fulfill the roles of the IHT-JET Alternate. ~~In plants with less than 750 employees, the PSRB will identify the resources to be trained to perform the responsibilities of the IHT-JET, as needed, and to administer the Industrial Hygiene and Ergonomics Programs.~~ PSRBs in plants with 4,000 or more employees can petition the NJC for an additional UAW IHT-JET based on the level of activity required to meet the needs of the Industrial Hygiene and Ergonomics Programs in the plant. Plants with 750 or more employees that do not experience enough industrial hygiene or ergonomic activity to sustain the level of resources agreed upon can also petition the NJC for a variance. Any petition must be based on the level of sustained activity required to meet the requirements of the Industrial Hygiene and Ergonomic Programs for that plant.

In addition, the IHT-JET at any location can request additional interim resources when the industrial hygiene

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and ergonomic needs of the plant exceed what the IHT-JET can be reasonably expected to accomplish in a timely fashion. Such requests will be reviewed and approved by the PSRB. The local parties may refer unresolved issues or concerns to the NJC.

The NJC has established selection criteria for the IHT-JETs. IHT-JETs will be selected from the local workforce and appointed to the position by the Vice President and Director of the General Motors Department of the International Union.

Joint Ergonomics Technician Team Process

The Joint Ergonomics Technician Team will be comprised of the IHT-JET and a management counterpart. The Joint Ergonomics Technician Team will coordinate their efforts with the LJHSC, and resources from appropriate groups; e.g., GM Health Services, Engineering, Skilled Trades, and Production, will be made available to support the Joint Ergonomics Technician Team. The Joint Ergonomics Technician Team will report monthly at each PSRB and LJHSC meeting and keep minutes specific to ergonomics. The PSRB will ensure that the Joint Ergonomics Technician Team is involved in appropriate local plant rearrangement activities. Additionally, the PSRB will address significant problems or roadblocks encountered by the Joint Ergonomics Technician Team. Ergonomics reports will be provided upon request to the LJHSC, the PSRB, and the NJC. The status of the ergonomics process for each facility will be reviewed at the Divisional Safety Review Board meeting with assistance from the Ergonomic Managers. Discussions concerning significant problems or roadblocks will take place at these meetings.

The parties agreed to use the jointly developed process for the use of outside consultants in situations where in-house efforts concerning reduction of job EMSDs are not successful. The consultant's reports will be made available to both the Joint Ergonomics Technician Team and the co-chairs of the NJC.

Based on the results of the job analysis program, each facility shall implement feasible measures to control EMSD risk factors. The Joint Ergonomics Technician Team, in conjunction with input from the workers, engineering, supervision, skilled trades and others, as appropriate, will make recommendations for corrective actions in accordance with the current ergonomics process. Once it is

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determined through the agreed upon ergonomics process that a job requires correction, recommendations for corrective action will be developed using the results of the jointly agreed upon analysis tools. GM Ergonomics Machinery and Equipment Guidelines may be referenced for information regarding areas for potential improvement. These guidelines will undergo revisions as deemed appropriate by the Company with input from the UAW. A good-faith effort will be made to accomplish correction of identified EMSD hazards at a particular job or work station within six (6) months, after the Joint Ergonomics Technician Team determines that corrective action is required. The parties acknowledge that there may be times when it may take longer than six (6) months to make the proper correction, and those reasons need to be documented. The corrective action will include any combination of the following:

Engineering controls such as design, selection, location and orientation of tools, parts and equipment will be used.

Administrative controls (e.g., job enlargement, job rotation, and appropriate job assignment) will be used in the following manner: as interim abatement measures pending engineering changes, when engineering changes are determined to be insufficient to significantly reduce the EMSD stressors, and in those instances when an administrative control is the most effective fix among the possible choices for corrective actions.

The PSRB will monitor the corrective actions being implemented and any unresolved issues or concerns can be referred to the NJC.

General Motors will inform and instruct affected employees on the controls implemented at their work station and how they are to be used.

The facility will maintain documentation of modification activity, including the job or work station identified for modification, number of employees affected, the nature of modification, the projected completion date, the actual completion date and, where available, the cost of the modification when completed.

Plants and facilities will include "ergonomics" in their planning process and this information will be available to the Joint Ergonomics Technician Team.

General Motors recognizes the importance of identifying and addressing ergonomic issues early in the development process and values the importance of receiving input from plant ergonomic personnel. Input from the Joint Ergonomic Technician Team on site specific ergonomic issues and practices will be provided to the design process at the earliest appropriate planning/design stage. This will include new technology, new products and new processes.

The EDP 21 process that was sanctioned by the NJC will continue to be updated and refined by a joint committee consisting of UAW International Representatives and GM Ergonomics Managers. EDP-21 defines the involvement of the Joint Ergonomics Technician Team at the appropriate stage, early in the design process. This team will continue to jointly review Company Ergonomics design guidelines associated with the EDP-21. It is understood that final design decisions are the responsibility of the Company.

The Quick Response Process (QRP) will continue to be conducted to facilitate early identification of potential ergonomics problems according to guidelines established between General Motors and the International Union, UAW. To facilitate the QRP, employees will be encouraged by all levels of plant floor supervision, Joint Ergonomics Technician Teams and the GM Health Services Staff, to report early signs and symptoms of EMSDs to the facility's GM Health Services. The Ergonomics Evaluation Process, as referenced in the implementation guidelines, will be applied to all jobs meeting any of the following criteria: ergonomics-related occupational medical visit, ergonomics-related Workers' Compensation and work-related sickness and accident data, or referral to the Joint Ergonomics Technician Team. A list of jobs in the process will be maintained relative to the above inputs. Job analysis will be conducted using the UAW-GM Ergonomics Risk Factor Checklist (RFC), as a first level screening. A good-faith effort will be made to conduct the Ergonomics Evaluation Process within two (2) months of when a job is identified by the above noted criteria. Job analysis and redesign will include input from employees whose jobs are affected. All jobs where controls are implemented and/or corrective actions are completed must be re-analyzed to confirm sufficient reduction of risk factors.

The UAW-GM Ergonomics Implementation Guidelines shall provide that jobs with a corresponding Medically Initiated - Quick Response Process (MI-QRP) will be analyzed with a Risk Factor Checklist (RFC) and, where warranted by the RFC, the appropriate 2nd level ergonomics analysis tool. Additionally, the QRP flowchart will be modified to include the above change, and all related training and instruction materials.

The parties also agreed that an electronic RFC will be made available for plant use.

The supervisor will provide a QRP form to employees upon request and will encourage them, during their safety talks, to utilize the process. Completed forms will be promptly forwarded to the Joint Ergonomics Technician Team.

In order to identify elements of skilled trades jobs that require necessary ergonomic interventions, the UAW-GM Ergonomic Sub-Committee, under the guidance of the NJC, has developed the Skilled Trades Interview Form to effectively and efficiently analyze skilled trades jobs. Each facility will analyze all skilled trades job classifications using the NJC approved methodology. The Skilled Trades Interview Form will be used when additional information is required and not contained in the QRP and/or RFC.

The ~~joint parties~~ NJC will provide appropriate training for the Joint Ergonomics Technician Team as well as other resources responsible for conducting the ergonomics process at each facility. The parties agree that any person receiving PET may conduct a first level job analysis using the UAW-GM Ergonomics RFC. Jointly selected GM ergonomics design guidelines will be included in training for Joint Ergonomics Technician Teams.

The UAW-GM Ergonomics Awareness Education and Training Program will continue to be provided for newly hired employees as well as employees returning to work from an extended leave, who have not received awareness education and training previously.

All newly hired and transferred employees will be informed on the proper use of the tools and equipment required to be used in the performance of their assigned duties.

General Motors shall annually review with employees the application of ergonomic principles to the prevention of EMSD on their jobs during regular safety talks.

The parties agree to continue to maintain a Medical Management Program for the early detection, evaluation, and treatment of EMSDs at all UAW-GM facilities. The Medical Management Program will provide for common medical practice guidelines for patient evaluation and treatment, follow-up, workplace walk-throughs, and restricted work placement.

General Motors agrees to continue implementation of an EMSD Education and Training Program for medical physicians (including contract personnel) that render medical services related to EMSD. The introduction in this training includes the effect of poor job design, identifying problem jobs, and potential solutions based on ergonomic stressors. This training also includes medical instruction and early recognition, evaluation, treatment, and prevention of EMSDs. All medical personnel (including contract personnel) will receive EMSD education and training prior to rendering medical services related to EMSD. The Corporate Medical Director and staff will ensure that appropriate EMSD training has been provided and their training plans for GM Health Services Staff will be reviewed with the International Union, UAW on an annual basis.

General Motors shall authorize GM Health Services personnel to attend education and training conferences that address EMSDs, including but not necessarily limited to regional conferences, teleconferences, and Company conferences. Where practical, conference proceedings will be videotaped and made available to medical personnel who do not attend the conference.

General Motors will audit a random sample of medical records, Workers Compensation reports, and work-related sickness and accident data to verify the OSHA 300 log is correct.

The Corporate Medical Director and staff are responsible for the quality, implementation, and compliance by local GM Health Services with the GM Health Services Management Program, as it applies to ergonomics. This program will be jointly reviewed periodically for continuous improvement and elimination of unnecessary complexity.

The NJC will monitor implementation of this process and consider changes for continuous improvement.

VIII. HEALTH AND SAFETY TRAINING

The ~~Joint National Parties~~ NJC will continue to develop training programs to enhance employee skills and abilities to perform their jobs in a safe manner. The NJC will be responsible for identifying employee job-related health and safety education and training needs which are mandated by the government or would be applicable across UAW-GM sites.

The ~~joint parties~~NJC agrees to assess the need for computers, software, and hardware to support joint health and safety training requirements, and to make recommendations to the ~~Joint Activities Executive Board~~Board of Trustees of the LMC Trust for approval and purchase for all UAW-GM represented sites.

It is recognized by the NJC that the LJHSC should be involved in identification of what health and safety training is needed and appropriate for their particular location, including monthly safety talks.

A local training needs analysis will be conducted at each location. Based on this analysis, a comprehensive training plan consistent with NJC requirements and local plant initiatives will be developed, and the necessary resources will be identified as part of the business planning process to provide such training. The Plan will specify target audiences, recommendations for completion dates, class size, and methods of delivery. The Plan will be reviewed by the PSRB, the Divisional Safety Review Board, and the NJC, to ensure consistency with requirements. The LJHSC shall be responsible for monitoring the progress of their local training plan.

The NJC through the ~~Joint National Parties~~ Board of Trustees of the LMC Trust will continue to provide training resources for use by the plants. The NJC will be responsible for determining the need to update training materials and necessary equipment on an on-going basis. In addition, materials to be used in the observance of Workers' Memorial Day will be provided for review with all employees per the NJC guidelines. The NJC will direct and oversee the development and administration of required training courses, including those developed by outside contractors and/or GM Learning. These courses will be deployed only after NJC approval. The NJC, with

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input from the Divisional and Plant Safety Review Boards will establish the appropriate selection criteria for plant health and safety trainers. Trainers selected will receive necessary instruction in conducting the specific training. Hourly plant trainers will be selected by the Local Union.

Alternate Health & Safety Representatives shall be offered and highly encouraged to attend the UAW-GM Health & Safety program courses offered at their site. Where the local Key 4 determines that an Alternate Health & Safety Representative would be better served by receiving a specified training course from the ~~Joint National Parties~~NJC, the Alternate Health & Safety Representative will be provided the opportunity to attend the specified T3 training course from the ~~Joint National Parties~~NJC.

Required health and safety training will be introduced to plants by top Union Leadership and Company Management. The NJC will monitor and evaluate training programs and make periodic reports to the ~~UAW-GM Joint National Parties~~Board of Trustees of the LMC Trust. The NJC encourages the participation of International and Regional Servicing Representatives and members of management in Health and Safety Training Programs developed by ~~Joint National Parties~~NJC.

IX. SAFETY TRAINING FOR CHAIRPERSONS OF SHOP COMMITTEES WITHOUT DESIGNATED HEALTH AND SAFETY REPRESENTATIVE

The Chairpersons of Shop Committees in locations which do not have a designated Health and Safety Representative, may upon request of the National General Motors Department of the International Union, attend training or instruction programs provided by the Company in Section II, Item C of the Memorandum of Understanding - Health and Safety.

In addition, the Company advises that employees who wish to enroll in courses of instruction relating to industrial health and safety at approved educational institutions will be eligible to apply for tuition refund for such courses subject to the terms and conditions of the UAW-GM Tuition Assistance Plan.

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X. LOCKOUT – ENERGY CONTROL POLICY

Lockout

During the current negotiations the UAW and General Motors discussed their mutual concern regarding fatalities and serious injuries to employees, including operators, performing repair, service and maintenance activities on machinery and equipment. The parties agreed that, the UAW-GM Lockout - Energy Control program must be universally implemented and enforced throughout the Company. In order to be effective, the parties reaffirmed that the elimination of the potential for injury from hazardous energy is critical to worker safety.

It is the policy of General Motors and endorsed by the UAW that:

Lockout is required where employees may be exposed to hazardous energy which could cause injury. Exposure means that the employee is in a position to be injured by released energy.

Where an employee is exposed to potential injury from expected machine energy/motion, the exposure must be eliminated. If the exposure cannot be eliminated, the machine will be locked out.

Each location will maintain an effective Lockout-Energy Control program which will apply to all employees, based on implementation guidelines which have been published by the ~~Health and Safety Joint National Parties~~NJC.

Monitored Power Systems (MPS) and Safety Control Systems (SCS)

The UAW and General Motors recognize the importance of designing processes and equipment with effective health and safety controls. Therefore, the parties agreed to integrate MPS / SCS into the existing Lockout/Energy Control procedures as described in Global Design for Health and Safety (G-DHS) specifications. The fundamental process begins with performing an initial Task Based Risk Assessment (TaBRA) / g-Risk / Safety FMEA Assessment on any process where MPS / SCS may be appropriately used.

The use of these systems, when integrated into the existing Lockout/Energy Control procedures, can further

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reduce or eliminate the risk of exposure to employees. However, it is understood by the parties that Lockout must still be performed whenever the exposure cannot be controlled or eliminated as determined by the TaBRA / g-Risk/ Safety FMEA process and as identified on the MPS / SCS Placard. Any changes in the MPS / SCS or other Lock-Out processes must be approved by the Local Joint Health and Safety Committee and communicated to all affected employees, including skilled trades, to ensure compliance, prior to implementation.

Lockout and MPS or SCS Placards

The Company will utilize a common tool (g-Plac) at all plants to generate a common lockout placard, and a common tool (g-Risk) to generate a common MPS/SCS task placard for new machines and equipment. The tool will also be used to update existing placards into the common placard template whenever machinery and/or equipment is modified.

All plants will also be required to conduct an annual review of MPS / SCS and lockout placards. The review is to be conducted to ensure that the placards are still representative of the procedure required to lockout the equipment and that all lockout points are appropriately identified. Records of this annual review will be tracked by the PSRB to ensure appropriate compliance.

XI. BUS PLUG-IN UNITS

During these negotiations, the parties discussed the practice of installing and removing busway plug-in units into and from energized electrical busway systems. The parties agree that, whenever possible, the practice of installation or removal of busway plug-in units will be performed with the busway de-energized. This practice supports the agreed upon policy that all bus plug-in units shall be installed and/or removed with the bus duct in an electrically safe work condition.

Further, it is recognized that events or conditions may arise that make it infeasible or present a greater hazard to de-energize the busway before insertion or removal of a plug-in unit. In such cases, the parties agree to follow the guidelines set forth in the GM Standard for Electrical Safe Work Practices (Section 6 - Planning Electrical Work and Section 11 – Bus plug-in units and busway).

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XII. REFUSAL OF HAZARDOUS WORK

A worker, who has a reasonable belief that their work assignment may result in serious physical injury, including illness, should immediately discuss the safety aspects of the work assignment with their supervisor. Failing resolution, the issue may be discussed with the District Committeeperson.

Should technical consultation be requested by the supervisor or committeeperson, the LJHSC will be notified to respond before further action is taken. In line with the Memorandum of Understanding on Health and Safety, 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 the Memorandum of Understanding on Health and Safety, Section IV, Complaint Procedure.

XIII. IMPROVEMENT OF MEDICAL AND INDUSTRIAL HYGIENE SERVICES

The Company reserves the right to select and hire appropriate consultants for health and safety services. The Union will be informed in advance and be provided an account based on specific legitimate requests regarding qualifications of the consultant(s) engaged by the Company to provide services. 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, who will provide a copy to the local Industrial Hygiene Technician – Joint Ergonomic Technician (IHT-JET) and the co-chairs of the NJC. In addition, the Company will provide a list of consultants under Company contract for industrial hygiene services to the NJC and update the list when changes are made.

Management in conjunction with the LJHSC will assess the need and where required, a facility will develop and implement an air sampling plan. Such plans should be

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reviewed and implemented on an appropriately scheduled basis. Guidance in the preparation of such plans will be provided by the NJC. Based upon the air sampling plan, an hourly employee selected by the Vice President and Director of the General Motors Department of the International Union (IHT-JET), working under the technical supervision of a GM Industrial Hygienist, may assist in the collection of air samples. Job function key elements of the IHT-JET will be established by the NJC, and the appointee will demonstrate competency by successfully completing required training, determined by the NJC. Reports of industrial hygiene and noise measurement surveys will be provided to the LJHSC who will provide it to the co-chairs of the NJC, if appropriate.

The parties remain committed to the need for exposure measurements, including assessments of intermittent exposures in maintenance and service activities.

The parties agree to survey locations to ensure that each location has their basic Industrial Hygiene Program Tool Kit. The IH Subcommittee of the NJC will review the surveys and jointly determine from the results, which equipment may be needed to complete their basic Industrial Hygiene Program Tool Kit. Further, the IH Subcommittee of the NJC will also continue to investigate the needs for any additional equipment that a location may need based on the survey results.

XIV. ENVIRONMENTAL CONTROL

Environmental information and reports, which are required to be reported to various governmental regulatory agencies, will be made available to the NJC on a regular basis. For example, this information may include the local Toxic Release Inventory compiled to comply with the Superfund Amendments and Re-authorization Act, copies of environmental permits and compliance monitoring data. General Motors will notify the LJHSC of significant environmental remediation projects, and spills or releases that are subject to government reporting requirements. The LJHSC will forward such information to the co-chairs of the NJC.

The co-chairs of the NJC will be invited as guest members of the GM Environmental Issues team for the purpose of providing them with periodic updates on environmental projects and issues that may affect UAW bargaining unit employees.

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XV. PERIODIC JOINT AUDITS OF PLANTS

The UAW and General Motors agree that a formal system of performance review is an effective means of obtaining and re-enforcing compliance with established health and safety requirements. The parties, therefore, agree that the NJC will conduct audits to evaluate each facility's health and safety performance. The purpose of the audits is to validate the Safety System and review the effectiveness of health and safety activities reaching the operations level and being implemented across the workplace. The parties also agree to enhance the current audit process by developing methods to assure the process is consistently applied and delivers measurable results. Additionally, the ~~Joint National parties~~NJC will develop a method to address repeat audit findings for identical deficient conditions found on consecutive audits, through validating the Safety System.

The NJC has established five (5) joint review teams to conduct such reviews.

A plant visit itinerary will be established by the NJC which will be scheduled through appropriate channels. The team will meet with the Plant Director, Shop Committee Chairperson and the LJHSC before beginning the performance review and have a closing conference upon completion of the on-site review. The finalized report will be prepared and sent to the plant and appropriate joint leadership within thirty (30) days of the review. Following receipt of the finalized report, the LJHSC after review by the Key Four, will reply, addressing issues contained in the report. A joint review of progress to correct deficient conditions will be performed by the designated UAW International Representative and the respective Safety Group Manager. Additionally, all such review information shall remain the confidential property of General Motors and will not be released without the expressed written permission of General Motors.

The parties agree that through the joint audit process, they will verify that all facilities have an effective emergency notification system and that it is tested to achieve the best possible response time for the emergency involved. On an annual basis, each facility shall perform an appropriate evacuation and take-shelter exercise/validation on each shift when workers are present.

XVI. NEW TECHNOLOGY/SPECIFICATIONS

Discussions were held during these negotiations regarding Health and Safety being designed into new equipment, refurbished relocated equipment and/or new processes. (e.g., the point when the initial drawings are completed and the initial physical device is assembled). GM and the UAW recognize the advantages of designing processes and equipment with effective health and safety controls. The parties established a joint team from ~~Joint National Parties (JNP) Health and Safety~~UAW-GM Health & Safety Department LMC Trust, under the direction of the NJC, to work with the "Design-In Safety" group, established by the Company.

The main objective to the "Design-In" effort was to develop common design specifications for application across the Company, in the manufacturing processes, that incorporated the ~~JNP Health and Safety programs~~NJC requirements. The joint team serves as a technical resource to work with the engineering group to assure that UAW-GM health and safety program requirements are incorporated into the common design specifications.

In addition, the parties recognize the importance of the Union's involvement in identifying health and safety issues in the product development and transformation process. As such, it is understood between the parties that Management will notify the NJC during the product development process to review potential health and safety issues that impact bargaining unit employees. The NJC will utilize the joint team described above to review and address these health and safety issues. In this regard, any training concerns will be resolved by the NJC. Outdated systems, equipment or devices in the Health and Safety areas will be replaced to reflect current technologies of UAW-GM plants. To maintain continuous improvement to support any additional training and instruction of new, specific or enhanced technologies at UAW-GM sites, the ~~joint national parties~~NJC ~~(Health & Safety)~~ will assess these technologies and recommend the expenditure of funds by the Company to the ~~Executive Board – Joint Activities~~Board of Trustees of the LMC Trust to purchase, procure, and install such technologies as jointly agreed.

In the development cycle of the design-in process as described in Global-Design for Health and Safety Specification (G-DHS), the parties agree to perform Task Based Risk Assessments (TaBRA) / g-Risk Safety FMEA, on new equipment and manufacturing systems, and on

existing equipment and manufacturing systems where locally agreed to and approved by the PSRB. A TaBRA / g-Risk Safety FMEA will be performed after the detailed designs are completed on new manufacturing equipment and/or processes. A review of anticipated equipment and/or processes with the shop committee, JSTST, the LJHSC, and the IHT-JET will be held. The LJHSC and, when appropriate, the JSTST, IHT-JET, may be required to travel to vendors, plants, or other locations to participate in a design review of such equipment or processes as outlined in the G-DHS specification and the Ergonomics Design Process (EDP-21). The Union will have an opportunity to discuss health and safety and ergonomics concerns with Management and make recommendations designed to improve the equipment and/or processes, consistent with the common design specifications where they have been established by the "Design-In" activity in the G-DHS specification and EDP-21. Additionally, data found from the TaBRA process/g-Risk Assessment Tool will be incorporated at several points or gate reviews early in the design process as described in the G-DHS specification. This process allows for jobs to be jointly evaluated to ensure that safety is not compromised when new technologies, or re-organization of tools, existing/relocated equipment, job method or processes are introduced.

Reviews will be made at the appropriate level (i.e. Plant Safety Review Board, Divisional Safety Review Board, and National Joint Committee), for new technology/process awareness and to discuss safety related issues and/or concerns. Representatives from Manufacturing Engineering and Real Estate and Facilities group will periodically meet with the National Joint Committee (NJC) on Health and Safety to review advancements in technology that may impact the Committee's area of responsibility. In addition, the NJC has established a joint team to identify the risks associated with high hazard jobs, with the intent of developing recommendations for evaluating and controlling them. Recommendations from the team will be submitted to the NJC.

Machinery, equipment or processes will not be released for production without the written approval of the Plant Safety Supervisor during the g-Comply process. The Plant Safety Supervisor will consult with the IHT-JET and any other resources necessary during this process. Where required, lockout placards will be posted for all applicable energy sources. The parties discussed and recommitted themselves to continue the implementation of the UAW-GM Lockout Placard Guidelines. These placards will

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continue to be reviewed during a UAW-GM joint audit and should be reviewed during safety observation tours.

The LJHSC and, when appropriate, the IHT-JET, will consult with operators, skilled trades, engineers, supervisors or related personnel to ensure that required safeguards and ergonomics features provide effective protection and do not interfere with their ability to perform their assigned tasks.

The NJC will continue to oversee the development of communications material regarding the design-in-safety activity for the LJHSC and the EDP-21 for the IHT-JET. This material includes informational material, guidelines, standards, checklists, CD's, and other appropriate material to clearly communicate the common design specifications.

The parties will continue their efforts to integrate health and safety into the development process of common design specifications, and review of such, into the earliest design cycle of any new equipment, process, or operation at the appropriate level.

XVII. CONTROL OF CHEMICAL AND FOUNDRY EXPOSURES

The Company will continue to update Occupational Exposure Guidelines (OEG's) to assess employee exposure to chemicals in General Motors' facilities, as needed. Guidelines are considered necessary whenever existing OSHA Permissible Exposure Limits do not sufficiently protect the worker, or when there is no applicable OSHA Permissible Exposure Limit. Guidelines will be based on consensus standards and recommendations in addition to available scientific evidence. General Motors will require plants to use OEG's as the basis for evaluating employee exposures and for taking appropriate corrective or preventive action.

The Company will review Guidelines with the NJC on an annual basis and will discuss proposals for necessary changes. The Company intends to control, through professional industrial hygiene practice and methods, employee exposures to the currently adopted guidelines of the American Conference of Governmental Industrial Hygienists (ACGIH) for Threshold Limit Values (TLV) for Chemical Substances in the work environment. In addition, the Company will bring to the NJC for review and discussion, all cases where OEG's and TLV's are

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divergent. When changes to the existing list are proposed, the NJC:

- Will review the proposed change differences and its rationale.
- Will review existing air sampling data to determine the prevailing exposure level to the chemical or substance under consideration.
- May make recommendations to the ~~Executive Board—Joint Activities~~Board of Trustees of the LMC Trust for research concerning the proposed change.

The Company and Union agree to continue to study the potential health effects of cutting fluids for the purpose of establishing an exposure guideline and to determine the need for additional controls where cutting fluids are used. Where warranted, based on confirmed results of the current NJC – Ad Hoc Occupational Health Advisory Board(s) studies, the NJC will devise an action plan and make appropriate recommendations to the Company regarding coolant exposures. In this regard, General Motors will establish a plan to be reviewed with the NJC that reduces exposure to coolant aerosol. The plan will include a phased-in approach, as appropriate, across affected plants taking into consideration plant process and/or product changes.

The Joint Parties agree that prior to implementing new chemical technology/processes and changes to current chemical processes, reviews will continue to be made at the appropriate level (i.e. Plant Safety Review Board, Divisional Safety Review Board, and National Joint Committee), for awareness and discussion of safety related issues and/or concerns.

The LJHSC will review process exhaust ventilation systems at facilities where air is recirculated. Such review will be in accordance with guidelines established by the NJC. Air testing will be performed when requested by the LJHSC. To the extent feasible, these tests will be incorporated in the previously described air sampling plan. Recirculation will not be permitted where employee health and safety cannot be assured.

The UAW-GM Industrial Hygiene Program will be jointly revised to include the following:

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1. A process for an assessment of intermittent exposures in skilled trades jobs and non-routine tasks.
2. The identification of appropriate performance checks, conducted at least annually, on local exhaust ventilation systems to assist in the evaluation of employee exposures. Additionally, ventilation systems will be included in the local planned maintenance program (i.e., MAXIMO).

Medical surveillance for respiratory effects of machining fluids will be offered to employees who regularly work in operations with machining fluids. Such medical surveillance will include a standardized respiratory symptoms questionnaire and pulmonary function test. For personnel newly-assigned to such operations, pre and post shift pulmonary function tests will be done at least once during the first year.

The Industrial Hygiene Technician – Joint Ergonomic Technician will receive notice of initial work related medical cases reporting symptoms such as headaches, nausea, skin problems, and respiratory complaints.

Records of laboratory testing and coolant additions will be maintained and made available to the local joint committee for health and safety upon request.

The NJC will establish a medical surveillance program for implementation at General Motors iron foundries. This will include an air sampling plan and chemical controls as related to iron foundry operations.

XVIII. ACCESS TO DATA

Since 1996, the Health Information System (HIS), has provided a common method for recording medical visit information in ~~GM-UAW~~UAW-GM facilities.

In 2011, GM implemented a new system (Medgate) that integrated medical visit information and industrial hygiene data.

In 2019, GM will continue to track medical visits and Industrial Hygiene data in a system(s) that will allow the LJHSC to retrieve and analyze injury/illness data. Additionally, the system(s) will continue to allow authorized joint representatives to input, retrieve and analyze air sampling data.

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A joint team working under the direction of the NJC developed standardized reports containing information used by the LJHSC in carrying out their responsibilities. The team also ensured that the system allows the LJHSC to generate special reports as needed for analyzing injury/illness trends. Existing reports that included OSHA 300 log overrides, continued to be available for access by the LJHSC.

A joint procedure has been established for review of quarterly audit results of injury/illness records with the LJHSC, by GM Health Services (administrative joint letter dated June 10, 1999). This audit includes a review of Worker's Compensation cases.

In order to monitor the effectiveness of the programs, the parties recognize that all work-related injuries and illnesses must be reported to GM Health Services as soon as possible. These injuries/illnesses shall be reported in accordance with procedures developed by the local PSRB. Further, the Company will continue to encourage the reporting of near-miss incidents as agreed in the 1999 Negotiations. The Company does not endorse the use of monetary or other tangible rewards for groups or individuals to discourage the reporting of work-related injuries or illnesses. The parties agreed that positive recognition for developing improved safety processes or accomplishing improved safety performance can be a valuable tool to motivate managers, supervisors, and workers to keep safety as an overriding priority.

The Company agrees to continue to provide information pertinent to the joint investigation of health and safety issues. This includes information from existing and previous medical and industrial hygiene databases including the Hazardous Materials Control System, Workers Compensation and Sickness & Accident databases. The Company further agrees to keep these databases up to date and to jointly look for ways to enhance the effectiveness of these systems and the information.

XIX. NOISE ABATEMENT/CONTROL PROGRAM

The joint parties recognize that the Company has had a comprehensive Hearing Conservation and Noise Control Program for the purpose of continuous incremental improvements in noise reduction. In accordance with this program, each plant is required to have a Noise Control Committee. The Noise Control Committee will consist of representatives from Plant Engineering, Operations, Health

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Services, Industrial Hygiene, Finance, Purchasing, the LJHSC, Industrial Hygiene Technicians – Joint Ergonomic Technicians (where available), and others as deemed appropriate by the PSRB, such as certain skilled trades personnel, and/or other employees. The Noise Control Committee has the responsibility to seek input from plant personnel in identifying noise sources and potential ways to reduce noise levels. The plant Noise Control Committees, under the direction of the Plant Safety Review Boards (PSRBs), will utilize the Hierarchy of Controls to develop plant noise abatement programs in order to reduce noise levels in areas where hearing protection is required.

The Noise Control Committee will:

- Ensure audiometric testing is performed for employees exposed above 85 dBA.
- Perform an annual evaluation of the noise abatement plan and provide recommendation for improvement to the Plant Safety Review Board.
- Ensure reports follow formats specified in GM Occupational Hearing Conservation and Noise Program SL 3.0.
- Ensure new and rebuilt equipment meet the GM Sound Level Specification SL 1.0.
- Identify planned maintenance items related to noise control.

The Company will continue to conduct the annual noise exposure survey and provide findings to the LJHSC and summary noise abatement program findings to the NJC.

The Noise Control Committee will meet regularly, record minutes, and report quarterly to the PSRB regarding progress on the Noise Abatement Plan. The annual evaluation will include:

- Copies of the plant's noise abatement program.
- The number of employees that experienced standard threshold shift.
- The number of employees that are required to wear hearing protection.
- The number of employees at risk of exposure at or above 85 dBA.

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- The number of employees at risk of exposure above 90 dBA.

XX. PLANNED MAINTENANCE

The NJC will jointly identify health and safety requirements to be integrated into Planned, Predictive and Preventative Maintenance activities. These requirements will include both those that are regulated by government agencies and those established in UAW-GM programs. The LJHSC will also review Planned, Predictive, and Preventative Maintenance activities to assure local regulations and/or practices currently in effect are included. Safety related information such as established safety instructions and safe operating procedures for high risk task, shall be included in the Planned Maintenance Program (e.g., MAXIMO).

XXI. WORKING ALONE

The parties have discussed the Company's policy regarding the assignment of employees to tasks in isolated locations or confined entry spaces. The Company explained that anytime an employee is assigned to work alone in an isolated area, the Company has instructed Plant Leadership to ensure an appropriate level of personal surveillance. (See jointly agreed to letter from Manufacturing Managers Council dated February 18, 2003.) Additionally, when work assignments have been identified as high risk to an employee, a Safe Operating Procedure will be created and which may include air sampling and ventilation when necessary, communications systems, personal surveillance arrangements and, as required, adequate support personnel. When an employee brings to Management's attention a situation where they are reasonably concerned that their safety is jeopardized because they are working alone, Management will provide a copy of an applicable written Safe Operating Procedure or Safety Instruction to the employee detailing precautions to take to perform the task safely prior to starting work. This will not change or restrict any mutually satisfactory local practices that exceed these requirements.

XXII. NO HANDS IN DIES POLICY

The Company policy has been and continues to be "No Hands in Dies". Implementation of "No Hands in Dies" in the plant requires provision for expendable hand feeding tools, slide feeds, sliding bolsters, automatic or semi-automatic operation, die cutouts or other means and

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procedures whereby the operators are not required to place their hands into the point of operation. In addition, well disciplined procedures for use of die blocks / slide locks and safety lock-outs for maintenance and setup personnel are imperative. An intensive orientation program for operating supervisors, and process and facilities engineers may also be advisable.

XXIII. PLASTIC INJECTION MOLDING MACHINES

The parties recognize that hydraulically operated plastic injection molding machines may present hazards, different than mechanical power presses. Plastic injection molding machines will continue to be safeguarded in accordance with OSHA requirements and National Consensus Standards (ANSI). The NJC will continue to explore alternative methods of safeguarding the machines.

XXIV. CONTRACTOR SAFETY

It is the Company's practice to provide outside contractors with Company Health and Safety policies and procedures and relevant site specific UAW-GM Health and Safety work practices. The Company will continue to use the "Construction Safety Process" (CSP) as reviewed with the National Joint Committee that describes procedures for contractor safety and provisions for protecting the UAW-GM employees during contractor work. The contractor's Job Site Safety Plan will be reviewed prior to commencement of on-site work, and work activities will be periodically monitored thereafter for compliance. Additionally, GM requires that construction or maintenance contractors comply with applicable Federal, State, and Municipal Health and Safety regulations as stipulated in the GM/contractor contract.

Where the nature of the construction or maintenance work requires that contractor employees work in proximity to UAW-GM employees and the project and activities are likely to adversely impact the health and safety of UAW-GM employees, GM will require, as a condition of the construction or maintenance contract, the contractor's commitment to abide by UAW-GM plant/site Health and Safety work practices. The Company has also agreed to continue to report contractor incidents, including serious injuries and near misses, to the UAW.

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The PSRB will monitor contractor safety activity to insure compliance, and any unresolved issues or concerns can be referred through the safety process to the NJC.
[See Doc. 14, 105]

Doc. No. 8

MEMORANDUM OF UNDERSTANDING -- SPECIAL PROCEDURE FOR ATTENDANCE

The Company and the International Union agree that the problem of unwarranted absenteeism must be addressed in a cooperative and constructive manner. Both parties recognize that unwarranted absences adversely impact quality, cost and efficiency and in so doing constitute a threat to the job security of all employees.

The parties also recognize that sometimes absenteeism is the result of personal or unforeseen problems in an employee's life and that such problems must be addressed in a reasonable and responsible manner.

Based on the foregoing the parties agree to adopt this Special Procedure for Attendance. This procedure is intended to encourage regular attendance through corrective discussion, use of approved contractual time off, and the availability of the Work/Family Program, while at the same time expecting employees to accept responsibility for their own attendance behavior.

SPECIAL PROCEDURE FOR ATTENDANCE

1. This procedure will apply to all employees who have acquired seniority pursuant to Paragraph (57) of the National Agreement.

2. This Special Procedure for Attendance is a process in which the reason for an absence is no longer relevant nor required. Recognizing that there are contractually acceptable reasons for missing work, certain absences by their definition are not subject to the Improvement Steps of this procedure.

3. The action taken by Management as a result of the Attendance Improvement Steps of this procedure is subject to the Disciplinary Layoffs and Discharges Section of the National Agreement and the Grievance Procedure Section of the National Agreement as hereinafter defined. Grievances filed in regard to this Special Procedure will be initiated at the Second Step and shall be strictly limited in scope to claims that the procedure was improperly administered. Grievances may be filed following the

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DATE INITIALED:

INITIALED BY PARTIES: MP MEY

termination of employment at the 6th Step of the Procedure claiming that the instant absence, tardiness or failure to call in was due to documented extraordinary circumstances beyond the employee's control.

4. This procedure is separate and distinct from the plant's standard corrective disciplinary procedures. All instances of employee absence, except the excludable absences as defined in paragraph 5, below, will be addressed through this procedure.

5. Absences excluded from this procedure which will not place the employee into the Attendance Improvement Steps are as follows:

- Informal Leave of Absence – Paragraph (103)
- Formal Leave of Absence – Paragraph (104)
- Formal Leave of Absence – Paragraph (105a)
- Sick Leave of Absence - Paragraph (106) – when receiving Sickness and Accident benefits
- Compensable Leave – Paragraph (108)
- Leave of Absence for Union Activity – Paragraphs (109) & (109a)
- Leave of Absence for Public Office – Paragraphs (110) & (110a)
- Leave of Absence for Military Service – Paragraph (112)
- Educational Leave of Absence – Paragraph (113)
- Leave of Absence – Apprentice Training – Paragraph (113a)
- Absence for Jury Duty – Paragraph (218)
- Absence for Short-Term Active Duty – Paragraph (218a)
- Bereavement – Paragraph (218b)
- Approved Vacation
- Vacation Restricted (VR) – Paragraph (194) – (Up to five (5) instances of absence as defined in Paragraph 8, below)
- Approved FMLA
- Disciplinary Layoff or Suspension
- Absences required to be protected by law

6. Instances of absence subject to this procedure are defined as follows:

A. One (1) day or two (2) consecutive days of absence will be treated as one (1) absence.

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B. Absences of three (3) or more consecutive days will be treated as two (2) separate absences.

C. Tardiness of four (4) hours or more, or five (5) hours or more in plants with Alternative Work Schedules.

7. Employees are expected to request time off as far in advance of the absence as possible. When instances occur where an absence or tardiness as defined above could not be planned in advance, employees are required to call in to report their absence or tardiness at least thirty (30) minutes prior to the scheduled starting time of the shift for which they will be absent or tardy unless they can provide a satisfactory reason to Management for such failure to call in. If an employee fails to call in, the absence is considered an instance in this procedure, whether or not it is permitted under this policy. For all locations, the number utilized for reporting unplanned absence or tardiness is: 1-800-222-8889.

Employees calling to report multiple consecutive days of absence must enter their expected return to work date. In these situations, additional daily absence calls will not be required. If the employee fails to return to work on the date originally indicated, an absence Call-In, compliant with the above conditions, will be required. Should an employee fail to enter a return to work date, the Call-In system will default to a code of 99/99 and Management will expect the employee to return to work on the next scheduled work day following the date of the Call-In.

8. Absences not excused in advance will result in Paragraph (194) Vacation Restricted (VR) hours being allocated to each hour of absence, up to eight (8) hours, on each day of such absence. During any eligibility year, employees will be limited to a maximum of five (5) instances where VR time will be allocated to an absence which was not excused in advance. ~~Employees who are placed in Step 4 or 5 in the Attendance Improvement Steps must receive prior approval for use of VR hours.~~

9. Use of VR hours will not be permitted, unless excused in advance, on the following days:

A. Holiday qualifying days as specified in Paragraph (203)(3).
B. The last scheduled workday in the week preceding a Monday holiday specified in Paragraph (203).
C. The next scheduled workday in the week following a Friday holiday specified in Paragraph (203).

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10. Instances of absence beyond those identified in paragraph 5, failure to call in as referenced in paragraph 7, or an unexcused absence occurring on a day identified in paragraph 9, will be subject to the Attendance Improvement Steps. A Paragraph (76a) interview will be offered in accordance with Paragraph (3) above. During a Paragraph (76a) interview conducted in connection with the Third Step of this Procedure, the employee will be advised of the availability of the Work/Family Program.

ATTENDANCE IMPROVEMENT STEPS

Step	Absence/Instance	Action	Time on Record
1	First	First Written Warning	6 Months – Providing no further non-excludable absences; extended by periods of leaves.
2	Second	Second Written Warning	12 Months – Providing no further non-excludable absences; extended by periods of leaves.
3	Third	Referral to Work/Family and Balance of Shift Plus 1 Week Unpaid Time Off	18 Months – Providing no further non-excludable absences; extended by periods of leaves
4	Fourth	Balance of Shift Plus 2 Weeks Unpaid Time Off and Required Meeting with Work/Family	18 Months – Providing no further non-excludable absences; extended by periods of leaves

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5	Fifth	Balance of Shift Plus 30 Days Unpaid Time Off	18 Months – Providing no further non-excludable absences; extended by periods of leaves.
6	Sixth	Termination of Employment	

An employee facing termination pursuant to this Procedure (6th Step) may request to have their pending termination reviewed by the Personnel Director (or their designate) and the Shop Chairperson (or their designate) to consider whether the employee's instant absence or failure to call in was due to documented extraordinary circumstances beyond their control. If the local parties agree not to take further action, the employee will remain at their current Step of the Procedure. However, should the parties not reach agreement, Management reserves the right to terminate the employee.

11. The Special Procedure for Attendance establishes fixed outcomes with respect to all matters contained in the Attendance Improvement Steps chart and supersedes all local understandings and agreements pertaining to attendance matters. Each action will remain on record until the defined "Time on Record" for that step has expired. In the event an employee is issued a subsequent action, all prior actions will remain on record until the most recent action attains its defined "Time on Record," at which time the employee's record will be cleared of this and all previous action steps.

12. Employees who have exhausted their annual VR allotment, as mentioned in Paragraph 8 above, and thereafter absent themselves from work for a reason not provided for in Paragraph 5 above, will be entitled to a review of their record. Employees will be limited to requesting one (1) Good Record Review per calendar year, regardless of outcome. If all six (6) criteria below are satisfactorily met, the employee will be limited to an award of one (1) single day of excused absence and not multiple days of absence, where the employee will not be issued an Attendance Improvement Step.

The criteria consist of the following:

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1. The employee has a minimum of one (1) year seniority;
2. Has no active Attendance Improvement Steps on record;
3. Has had no more than two (2) Sick Leaves of Absence within the 36 months prior to the date the Record Review is conducted;
4. The unexcused absence did not occur on a day specified in Paragraph 9 above, or the first scheduled workday following a layoff;
5. The absence did not occur on a day that has been specified in advance to the Local Union by Local Management to have a historical pattern of high absenteeism;
6. The reason for such absence does not meet the FMLA eligibility requirements

The criteria listed above will be jointly reviewed by Labor Relations and the District Committeeperson for the District in which the employee works.

NATIONAL COMMITTEE ON ATTENDANCE

13. The National Committee will review attendance data and discuss ways to reduce unwarranted absenteeism.

International Union, UAW	**General Motors LLC**
Michael J. Booth	Michael O. Perez
Nicole Current	Mark Polglaze

[See Par. (191)]
[See App. A Att. B]

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DELETE

Doc. No. 11

QUALITY PERFORMANCE PAYMENT

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

General Motors recognizes the significant contributions its UAW-represented employees have made to the improvements in product quality realized over recent years. In order to encourage and reward such ongoing commitment to quality, the Company has agreed to establish a Quality Performance Payment. GM Global Quality shall establish specific annual quality targets based on the Two Months In-Service Incidents Per Thousand Vehicles (2MIS IPTV) metric. Performance to the target will be based on model year performance for vehicles assembled in U.S. plants. Upon the attainment of U.S. vehicle quality targets established by GM, eligible employees, as defined below, will receive the Quality Performance Payment. Targets established by GM will be reviewed with UAW leadership prior to their implementation.

When the established target is achieved, eligible employees will receive the Quality Performance Payment in accordance with the following table:

Eligibility Date	Amount	Payable During Week Ending
November 15, 2019	$500	December 15, 2019
November 15, 2020	$500	December 13, 2020
November 15, 2021	$500	December 12, 2021
November 15, 2022	$500	December 11, 2022

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DATE INITIALED:

INITIALED BY PARTIES: MP MEY

No bonus will be paid in any year in which GM determines that targets were not met.

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 leave pursuant to Family and Medical Leave Act;
- On one of the following leaves of absence which has not exceeded ninety (90) days as of the eligibility date:
    - Informal (Paragraph 103)
    - Formal (Paragraph 104)
    - Sickness and Accident (Paragraphs 106/108)
    - Military (Paragraphs 112 or 218[a])
    - Educational (Paragraph 113)

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

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 13
PLANT CLOSING AND SALE MORATORIUM
GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

Subject: Plant Closing Moratorium

As a result of your deep concern about job security in our negotiations and the many discussions which took place over it, this will confirm that during the term of the new Collective Bargaining Agreement, the Company will not close, idle, nor partially or wholly sell, spin-off, split-off, consolidate or otherwise dispose of in any form, any plant, asset, or business unit of any type, beyond those which have already been identified, constituting a bargaining unit under the Agreement.

In making this commitment, it is understood that conditions may arise that are beyond the control of the Company, (i.e. market related volume decline, act of God), and could make compliance with this commitment impossible. Should such conditions occur, the Company will review both the conditions and their impact on a particular location with the Union.

Should it be necessary to close or idle a plant constituting a bargaining unit consistent with our past practice, the Company will attempt to redeploy employees to other locations and, if necessary, utilize Attachment A of Appendix K of the GM-UAW National Agreement or other incentivized attrition programs as agreed to by the National Parties. In the event the Company violates the commitments set forth in this letter, the Union has the right to strike after utilizing the bargaining procedure provided in Paragraph (117).

Very truly yours,
Michael O. Perez
Vice President
GMNA Labor Relations

M.1.

DATE INITIALED: OCT 30 2023

INITIALED BY PARTIES: MP MEY

Doc. No. 16

SOURCING GUIDELINES AND PROCESSES

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

In conjunction with modifications to the Appendix L language and other sourcing language, the parties agree to the following guidelines, processes and descriptions.

CONFIDENTIALITY OBLIGATION; DESIGNATED CONTACTS; USE RESTRICTION

The parties recognize the strict confidentiality required regarding our Future Product Information and the Data File Information (collectively, "Confidential Sourcing Information" – "CSI"). Both UAW and management representatives have access to such CSI and the parties must assure it remains confidential. Therefore, ~~the Assistant Director, UAW – Sourcing, and the Director, GM Labor Relations – Sourcing, will review this with their staff members assigned to future product sourcing activities and guarantee their understanding and commitment~~, the UAW agrees that the CSI must be kept confidential and protected by the UAW against unauthorized use and/or disclosure by the UAW. The UAW shall only use the CSI to improve quality at GM's plants and to identify sourcing patterns for troubled suppliers; to analyze make vs. buy decisions at GM locations and insourcing/outsourcing decisions at GM locations; to identify future product sourcing opportunities for the UAW; and to analyze the impact of new technology on GM supply chain (collectively, the "Permitted Use"). The UAW agrees to take all measures to protect the confidentiality of the CSI, to only disclose the CSI to those individuals within the UAW that the Union has identified in writing to GM as contact points within the UAW Sourcing Department for receiving the CSI for a Permitted Use, and have a need-to-know such information for a Permitted Use.

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DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MSY

If the UAW is required by law to disclose the CSI, it will provide GM advance notice of, and prior to, any such disclosure to enable GM to attempt to obtain an appropriate protective order.

If the UAW discovers that the CSI has been disclosed in violation of this provision, the UAW shall immediately notify GM in writing.

PURCHASING ACTIVITY

The Company will, within 30 days of the effective date of the new Agreement, identify employees within the Purchasing organization who will serve as contacts in their area of expertise with the UAW-GM Department Sourcing Staff. It is understood by the parties that the role of these Purchasing contacts will be to provide information to the UAW-GM Department Sourcing Staff on the Purchasing process, sourcing actions, and supplier quality concerns. Additionally, the National Sourcing Committee will have access to specific information in the Global Purchasing System, through a designated General Motors Purchasing representative.

The parties have also agreed, via the Independent Part Supplier (IPS) process, that the Vice President and Director of the GM Department of the UAW, the GMNA Vice President of Labor Relations, and the Group Vice President, Global Purchasing and Supply Chain, will meet quarterly for a high level Competitiveness Review. The Competitiveness Review will include subjects such as sourcing, improved commonality, competitive cost structures, and leading edge technologies. This will provide an opportunity to discuss and improve the current supply base, and to provide a venue to resolve issues concerning supplier viability.

The parties acknowledge that there may be circumstances when the UAW Assistant Director of Sourcing raises a specific concern regarding a sourcing business case being developed. In this regard, the GM Director of Sourcing will discuss such concerns with the appropriate personnel in General Motors Purchasing. GM Purchasing will assist the GM Director of Sourcing in providing accurate detailed cost information to the UAW Assistant Director of

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Sourcing relative to the supplier's bid related to the case in question.

FUTURE PRODUCT SOURCING PROCESS

As a result of our continuing discussion regarding the UAW's involvement in future product sourcing, attached is the description of the Business Review Team Process. This process will provide involvement, open access and input to decision making early in the vehicle or propulsion development processes, as well as components and commodities as it relates to the propulsion development process. This can significantly impact quality, cost, productivity and program timing, thus enhancing the job security of UAW - GM employees. Further, other joint programs may be able to provide input on specific issues on an "as needed" basis. All information provided by GM to the UAW as part of the future product sourcing process as set forth above and in Appendix L shall be known as "Future Product Information."

Modifications to this process may be necessary to meet the intent of the UAW involvement in future product sourcing as defined in the National Agreement, and the parties are committed to make changes required to ensure its success. Also, the Assistant Director, UAW – Sourcing, and the Director, GM Labor Relations – Sourcing, will provide assistance to the UAW and GM Labor Relations representatives should any problems or issues arise, with emphasis on solving problems early.

The parties recognize the strict confidentiality required regarding our future programs. Both UAW and management representatives have access to confidential information and the parties must assure it remains confidential. Therefore, the Assistant Director, UAW – Sourcing, and the Director, GM Labor Relations - Sourcing, will review this with their staff members assigned to future product sourcing activities to guarantee their understanding and commitment.

Expectations of the BRT Process in Assembly, Propulsion (which includes castings), Stamping, GMCH, and CCA are:

- The BRT will develop resolutions or recommendations to related sourcing issues that arise within their respective teams. Such resolutions or recommendations may be reached through discussion amongst the team members, and may include the use of the NPV business case model, or referral to National Parties if required.

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Expectations of the operation of the process are:

- Access to Management personnel responsible for establishing the plant manufacturing sourcing pattern
- Participation with Management personnel in the work process evaluations
- Opportunities to understand data and to offer alternative solutions
- Increased probability for resolving possible sourcing issues early in the process

Vehicle Assembly – Business Review Team Process

- The purpose of this team is to review and discuss on a regular basis the manufacturing footprint of product programs or vehicles slated to be built at a UAW-GM location. The team will commence its activities at (Document of Strategic Intent) DSI or a different agreed upon point of entry, and will remain active until the Start of Regular Production (SORP) unless otherwise agreed to by the National Parties. As is noted in this Agreement the UAW Assistant Director of Sourcing will be notified of any vehicle programs intended for sale in the U.S. when those programs pass the ASSI or PFI gate of the GVDP. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface issues that may arise relative to sourcing.

- The team is to consist of the Vehicle Manufacturing Chief Engineer, the Manufacturing Integration Manager, the UAW Sourcing Staff Representative and the Future Product Sourcing Representative, or their designates. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process. As appropriate, the Manufacturing Manager associated with the impacted location(s) will also be part of the team. The National Sourcing parties will play advisory roles as required.

Metal Fabrication, Metal Assembly and Blanking – Business Review Team Process

- The purpose of this team is to review and discuss on a regular basis the fabrication and assembly of metal for product programs or vehicles slated to be built at a UAW-GM location. The team will commence its activities at DSI or a different agreed upon point of

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entry, and will remain active until the SORP, unless otherwise agreed upon by the National Parties. As is noted in this Agreement the UAW Assistant Director of Sourcing will be notified of any vehicle programs intended for sale in the U.S. when those programs pass the ASSI or PFI gate of the GVDP. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface issues that may arise relative to sourcing.

- The team is to consist of the Executive Director or Director of Body for Manufacturing Engineering, the lead Engineering Group Manager, the UAW Sourcing Staff Assistant Director, the UAW Sourcing Staff Coordinator, and a GM Sourcing Staff representative, the UAW Sourcing Staff Representative and the Future Product Sourcing Representative or their designates. If, during the course of these meetings, the team concludes that others may be able to continue in the team role in place of the original participants, such designates may be named. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process. The National Sourcing parties will play advisory roles as required.
- In stamping operations, the focus will be on filling available press capacity and may also involve identifying low volume, less profitable parts which could be removed creating capacity for higher volume, more competitive parts to be run. Stamping operation efforts will also focus on subassembly work associated with stamped parts, to the extent that floor space is available.

Propulsion – Business Review Team Process

- The purpose of this team is to review and discuss the products that are manufactured within the Company's Propulsion facilities. As is noted in this Agreement the UAW Assistant Director of Sourcing will be notified of any vehicle programs intended for sale in the U.S. when those programs pass the ASSI or PFI gate of the GVDP. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface any issues that may arise relative to sourcing. As such, these BRT meetings should be viewed as ongoing in nature and their frequency established by the participants accordingly.
- The team is to consist of the appropriate Manufacturing Engineering personnel and the appropriate Manufacturing Manager for the Propulsion Operation

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being discussed, a GM Sourcing Staff representative, the UAW Sourcing Staff Assistant Director, and the UAW Sourcing Staff Coordinator, the UAW Sourcing Staff Representative, and the Future Product Sourcing Representative or their designates. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process.

- In addition to the on-going meetings, when an engine or transmission program passes the Kick-Off gate or a different agreed upon point of entry, a program overview will be held for the BRT. The UAW Sourcing Staff Representative and the UAW Future Product Sourcing Representative will be invited to that meeting.

In Propulsion operations, the focus will be on identifying available floorspace or available equipment capacity and matching it with potential competitive work.

GMCH– Business Review Team Process

- The purpose of this team is to review and discuss the products that are manufactured within the Company's GMCH facilities. As is noted in this Agreement the UAW Assistant Director of Sourcing will be notified of any vehicle programs intended for sale in the U.S. when those programs pass the ASSI or PFI gate of the GVDP. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface any issues that may arise relative to sourcing. As such, these BRT meetings should be viewed as ongoing in nature and their frequency established by the participants accordingly.
- The team is to consist of the Executive Director – GMCH or their designate, the UAW Sourcing Staff Assistant Director, the UAW Sourcing Staff Coordinator, the UAW Sourcing Staff Representative and a GM Sourcing Staff representative. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process.
- Any opportunities contemplated will be subject to GMCH's current engineering resources being adequate to support them and to GM or GMCH's having intellectual property rights necessary for production, use, and sale of components made at any of the GMCH sites.
- This BRT will operate at the National level but will be structured such that it will support the efforts of the

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local parties relative to sourcing activity and will focus on identifying additional job growth opportunities.

Customer Care and Aftersales (CCA) – Business Review Team Process

- The purpose of this team is to review and discuss work and processes that are performed in CCA facilities. As is noted in this Agreement the UAW Assistant Director of Sourcing will be notified of any vehicle programs intended for sale in the U.S. when those programs pass the ASSI or PFI gate of the GVDP. The primary goals of this team are to provide an opportunity for input regarding plant utilization and a forum to surface any issues that may arise relative to sourcing. As such, these BRT meetings should be viewed as ongoing in nature and their frequency established by the participants accordingly.
- The team is to consist of a member of CCA's Labor Relations activity, the UAW Sourcing Staff Assistant Director, the UAW Sourcing Staff Coordinator, the UAW Sourcing Staff Representative, and the UAW Future Product Sourcing Representative. Other resources may be included by either the Union or Company as subject matter experts as needed to facilitate the process.
- In CCA operations, the focus will be on identifying available floorspace or available equipment capacity and matching it with potential competitive work.

The Parties believe there are some common factors that will make each of these BRT efforts successful:

- Open dialogue and information sharing between the UAW representatives and the management representatives, enhanced by the participants establishing the frequency of meetings and methods of communication early in the process.
  The skills of the individual participants and the ability to form an effective working relationship amongst the BRT members.

NEW WORK OPPORTUNITIES

As a result of our continuing discussions regarding the UAW's ability to defend and retain work and to have expanded opportunities to perform additional work, this is clarification of our mutual understanding regarding new, current, new architecture, or redesigned vehicles, fabricated

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parts, propulsion (propulsion technology and energy storage devices), and component products.

In situations wherein the Company is introducing a new, current, new architecture, or redesigned vehicle, engine or transmission, or other product that does not replace or update an existing product, as jointly reviewed by the National Parties, the GM-UAW National Agreement Future Product Sourcing process will be utilized and will provide the UAW with early involvement and timely access to all pertinent data, including financial information.

The sole principle and intent of this understanding is to provide the UAW with expanded opportunities to defend its work and create opportunities to grow its membership.

CALCULATING EMPLOYEE IMPACT

For the purposes of business cases developed related to Appendix L, the parties agree that the following will apply:

Direct labor will consist of the number of full-time-equivalent direct employees required to perform the operation(s), and the appropriate number of full time equivalent direct employees assigned to support the operation(s) such as Absentee/Vacation replacement, Relief, Team Leader, Repair, and 100% Inspection.

Indirect labor will consist of the number of full-time-equivalent indirect employees assigned to support the operation(s) such as Material Handling, Receiving, Shipping, Absentee/Vacation replacement, and Team Leader. Note that other indirect employees such as crib attendants and sanitation employees may only be properly included in a business case if a full employee is impacted as a result of the operation(s) being impacted.

Skilled trades labor will consist of the number of full-time-equivalent skilled trades employees assigned to support the operation(s). Other skilled trades employees, such as those assigned to building maintenance through the GM Real Estate and Facilities group and those assigned to skilled trades "pools" are not to be considered in the Appendix L business cases, unless a full employee is impacted.

Additionally, the employee impact of a potential outsourcing event involving current work will be based on the number of employees actually performing that work as described above.

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COSTING CRITERIA

The Company will continue to utilize the Net Present Value (NPV) methodology as the financial evaluation tool for sourcing decisions.

With regard to Make-Buy analyses, the Company reinforced that the NPV evaluation measures incremental costs. ~~If~~When ~~the~~ the parties ~~can~~ jointly arrive at a plan to eliminate the need for certain spending being reflected in the business case, it would cease to be incremental, and thus should not be considered. For example, ~~if~~ in the course of conducting an insourcing study~~,~~ forecasted Skilled Trades and/or supervision costs (that do not exceed current headcount) result in a favorable business case for consideration to award work to the UAW-GM, those costs will be excluded from the overall business case. Any additional Skilled Trades and or Supervision costs required to be added, may be excluded with mutual agreement. ~~if in the course of conducting an insourcing study, the parties could arrive at a plan whereby the work being studied could be done at the plant without increasing the number of hours currently being worked by Skilled Trades in that plant, there would be no incremental cost for Skilled Trades manpower in that particular study.~~

The Parties shall, within 90 days following the effective date of the Agreement, complete the work required to update the NPV Costing Workbook that will be utilized as the approved tool for creating business cases and analyzing sourcing decisions pursuant to Appendix L. Until such time as the new NPV Costing Workbook is updated, the Workbook currently approved for use will remain in effect.

SOURCING CRITERIA

The rationale for sourcing actions will consider the criteria of quality, technology, cost, timing, statutory requirements, occupational and related environmental health and safety issues, the impact on long-term job stability, the degree to which the Company's resources can be allocated to further capital expenditures, the overall financial stability of affected facilities, and the impact on related facilities. Other factors considered by the Corporation before a final sourcing decision is made will include the effect on employment, and job 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 General Motors-UAW represented employment levels and the job security of General Motors-UAW represented employees.

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Transfer pricing profits will not be considered in making sourcing decisions. Only appropriate return on investment and burden will be considered.

PRODUCT DEVELOPMENT AND TRANSFORMATION

The parties discussed various issues related to product development and product transformation. The Company and the Union recognize that future jobs depend on, among other things, continuing investments in product development. Shifting markets, changing consumer tastes, new governmental regulations, international harmonization of such requirements, and a host of other factors have a direct impact on vehicle development and manufacturing. The products manufactured and services delivered must meet evolving customer preferences and demands at a competitive price.

The Company fully understands the Union's concerns relative to investment in new products and services, and that such investments, while absolutely necessary, may not alone guarantee good future jobs. New products and processes require additional skills, spur changes in labor demand, and entail new sourcing decisions. The parties acknowledge that involving the Union at the earliest stages of the product development cycle is key to attaining job security while meeting the global challenges of improved quality, speed to market, product innovation, and lowering total costs. To that end, the Company has been, and continues to be, fully committed to working with the Union to seek and identify appropriate jointly developed technical training programs that will match new skill requirements with evolving technologies, products and services, along with the implementation of new programs to cushion unavoidable dislocative effects of rapid product transformation and development. The Company recognizes that working together will help preserve and grow good paying jobs for all current and future UAW-represented employees at General Motors LLC.

In preceding National Agreements and during these negotiations, the parties have recognized the importance of the Union's role and involvement in the product development cycle and product transformation through provisions, such as Appendix L-Sourcing which provide a mechanism for early UAW involvement in the Company's plans to proceed with a new or redesigned vehicle. To that end, it is understood and reaffirmed that early during the product development cycle, matters such as sourcing

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patterns, possible changes in assembly, sub-assembly, stamping, propulsion and other component sourcing patterns, possible insourcing opportunities, and technology which may impact the represented workforce will be reviewed with the International Union in accordance with the provisions of Appendix L-Sourcing. Such early and up-front involvement will allow the Union to continue to be provided with current and anticipated major product developments/product transformations that are having, are expected to have, or could potentially have an effect on employment levels such as projected changes in the major components for motor vehicles (e.g. shift to new propulsion technology and energy storage devices), in materials (e.g. increased use of plastics and/or aluminum in body panels, shift to aluminum castings), in assembly and design (e.g. for easier assembly/manufacturing methods and for disassembly for recycling purposes).

Further, the Union's early involvement during the product development process allows for discussions relative to issues such as the impact of a traditional gas-fueled internal combustion engine vehicle, and, for example, the comparable electric, hybrid electric, fuel cell, or dedicated and flexible alternative-liquid-fuel vehicle with respect to major components, materials, and assembly methods.

Finally, it is recognized that Appendix L-Sourcing provides an avenue for discussions as early as practicable in the product development cycle relative to projected production volume of new materials, components, and products, and the potential impact, if any, on UAW-represented jobs.

OTHER INFORMATION AND DATA SHARING

The International Union will be furnished a complete master file of commodities which will be used to generate a list of parts similar to those currently manufactured at the location that have been (1) outsourced from that location or (2) are currently manufactured by non-GM-UAW suppliers for General Motors. This ~~list~~ master file will include Union code, Union description, Union contract, expiration date, part number, part description, part contract expiration date, commodity sub group, creativity team, MFG DUNS, MFG supplier name, supplier address, Ultimate DUNS, Ultimate supplier name, volume and GM assembly facility. Vehicle, product type, body style, brand and architecture will also be provided for vehicle assembly. The Company will provide vehicle model year if a solution is feasible. ~~be updated and expanded to include supplier expiration dates, supplier location (city and state), annual volume, U.S. plant~~

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~~locations receiving the parts and Union affiliation if known, and~~ The master file will be furnished three times per year in January, May, and September or as otherwise agreed by the National Parties. Requests for re-formatting the data into a more user-friendly output will be accommodated when practicable. Additionally, the supply base VAA maps that are compiled by GM Purchasing will be provided to the International Union on an annual basis. The information contained in the master file and the VAA maps shall be collectively referred to as the "Data File Information."

During these negotiations, the Parties discussed at length the UAW's concern that beginning their involvement at the DSI gate of the Global Product Development Process was preventing them from having meaningful input into certain sourcing directions being contemplated by the Company. Management indicated that setting the Strategic direction for the Company in terms of the processes to be employed in manufacturing its products can occur in advance of the DSI gate for a specific product program. In such situations, Management will notify the UAW Assistant Director - Sourcing of a manufacturing process change, and outline the potential scope and subsequent impact associated with the updated manufacturing process, such that the potential impact on the UAW workforce and/or potential Appendix L implications can be assessed.

The parties have a long-standing history of exchanging appropriate information and data as the need arises. There can be no way to predict what information may be required and available for every circumstance in the future, however the parties agree that they will discuss appropriate ways to share information and data when circumstances warrant. As such, the UAW Assistant Director of Sourcing may request information of the GM Labor Director of Sourcing on as needed basis.

OTHER UNDERSTANDINGS

There may be situations where the assembly plants discuss the practicality of insourcing what is commonly called "up-fitting" or the assembly of performance parts on production vehicles. In this regard, the local parties have the responsibility to discuss and evaluate costs and other factors in order to determine the feasibility of performing such work in-house. Any evaluation should include a business case analysis of performing all or part of the up-fitting. Where the local parties need additional information in order to evaluate the prospect of performing the work, the appropriate available detail will be provided in order to

conduct the analysis of the potential insourcing of work. In addition, members of the National Sourcing Staff will work with and provide any necessary training for the local parties upon request.

During these negotiations, the parties discussed situations that arise when multiple plants perform identical or nearly identical work. In such situations it could be mutually advantageous to examine performing a particular operation or operations at a single plant. By way of example, analysis may show consolidating such work into a single location may present a better alternative than would be realized by outsourcing the subassembly from each individual assembly plant. The Appendix L Sourcing criteria will be used to develop business cases. Upon request of the National Sourcing Committee, specific multi-plant business case opportunities will be reviewed to determine the feasibility of performing further evaluation.

Sourcing Database

The parties shall, within 90 days following the effective date of the Agreement complete the work required to finalize a new gatekeeper system as the approved repository for insourcing and outsourcing impact(s) (reference Appendix K).

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 27

MEMORANDUM OF UNDERSTANDING REGARDING DRUG TESTING

During 1990 National Negotiations, the parties discussed at length the worsening drug problem in our country and the rising incidence of chemical dependency. Chemical dependence on the part of employees impacts the workplace in terms of quality, productivity, and effectiveness of operations, while threatening the safety and well-being of both the chemically-dependent employee and his/her co-workers. As a result, the parties agreed to institute a screening program and to periodically review it during the term of the agreement and make adjustments where deemed appropriate. This memorandum reflects such screening program and adjustments to it.

Process

Employees may be screened for substance abuse (alcohol and drugs) in the following instances:

1. As part of a return to work physical for employees returning from substance abuse related sick leaves of absence.

2. As required by law; such as, F.A.A., D.O.T. and D.O.D.

All testing and reporting will be conducted in accordance with the guidelines established by the Department of Health and Human Services.

Implications

It is not the intent of the testing requirements to imply that an employee is impaired at the time a sample is provided for testing. Additional information regarding testing for marijuana and the need for a baseline test may be obtained from the Doc. 46 Work/Family Representative or Medical. An individual who tests positive will be handled in the following manner:

1. FIRST POSITIVE: The employee will be deferred from working for approximately two weeks and scheduled for follow-up testing. The employee will be required to seek Work/Family services and will be referred to the Central Diagnostic Referral (CDR). The employee

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DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP MEY

will automatically be subject to further unannounced screening for a period of three months.

2. SECOND POSITIVE:The employee will again be deferred from working for approximately two weeks and scheduled for follow-up testing. The employee will be required to seek Work/Family services and will be referred to the Central Diagnostic Referral (CDR). The employee will automatically be subject to further unannounced screening for a period of six months.

3. THIRD POSITIVE: The employee will again be deferred from working for approximately two weeks and scheduled for follow-up testing. The employee will be required to seek Work/Family services and will be referred to the Central Diagnostic Referral (CDR). The employee will automatically be subject to further unannounced screening for a period of twelve months.

4. FOURTH POSITIVE:The employee will be discharged regardless of prior disciplinary record or length of service. Grievances protesting irregularities in the testing procedure may be taken through the grievance procedure; however, extent of penalties arguments are not subject to the Umpire's discretion.

All positive test results will be subject to a mutually agreed to third party evaluation upon request of either party. Problems selecting a third party may be referred to the ~~National Joint Program Representatives~~ UAW-GM Joint Work Family Committee of the LMC Trust. Employees who refuse to be tested will be treated as though they had tested positive.

Once terminated, if the employee satisfactorily documents to local management and local union six months continuous sobriety, within the 60 months following discharge, the employee will qualify for re-employment under Article VII of Document 39 of the National Agreement.

International Union, UAW	**General Motors Company**
Michael Booth	Michael Perez
Nicole Current	Arthur Huber
Michael Plater	Michelle Antczak-Healey
David Shoemaker	
Monica Bradford	
Dated:	~~October 16, 2019~~

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Doc. No. 30

GM EQUAL OPPORTUNITY EMPLOYMENT POLICY

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

The following is ~~the~~ partial text from ~~of~~ the current General Motors written and published policy ~~of General Motors~~ in employment. General Motors' full Equal Employment Opportunity Policy is available in GM's U.S. HR Policy Manual.

~~"Operating as it does on a nationwide basis, General Motors Corporation offers employment opportunities to many people in many different locations throughout the United States."~~

~~"The policy of the Corporation is to extend these opportunities to qualified applicants and employees on an equal basis regardless of an individual's age, race, color, sex, religion, national origin, disability, sexual orientation or gender identity/expression."~~

~~"Hiring and employment practices and procedures implementing this policy are the responsibility of the employing units. However these practices, procedures and decisions are to be, at all times, in conformity with the Corporation Equal Opportunity Employment Policy."~~
"GM is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. GM is committed to providing a work environment free from unlawful discrimination and advancing equal employment opportunities for all qualified individuals."

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DATE INITIALED: OCT 2 4 2023

INITIALED BY PARTIES: MP MEY

"As part of this commitment, all practices and decisions relating to terms and conditions of employment, including, but not limited to, recruiting, hiring, training, promotion, discipline, compensation, benefits, and termination of employment are made without regard to an individual's protected characteristics."

"For purposes of this policy, 'protected characteristics' include an individual's actual or perceived race, color, creed, religion, national origin, ancestry, citizenship, immigration status, age, sex or gender [...], gender identity or gender expression, sexual orientation, [...], physical or mental disability, protected medical condition as defined by applicable state or local law, genetic information, or any other characteristic protected by applicable federal, state or local laws and ordinance."

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Preface, Par. (6a),(63),(76),(77)]
[See Doc. 31,32,33,99]

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Doc. No. 31

**EQUAL APPLICATION COMMITTEES--
NATIONAL AND LOCAL**

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the course of the current negotiations, General Motors and the International Union, UAW reaffirmed the matter of the Company's letter of November 19, 1973, regarding the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust, ~~National~~ and Local Equal Application Committees. In line with that letter, the Parties have agreed to the following:

For many years the Company and your Union, in their respective fields, have been leaders in adopting and effectuating policies against discrimination because of age, race, color, sex, religion, national origin, disability, sexual orientation, gender identity/expression and sexual harassment and to this end the parties have expressly incorporated Paragraph (6a) in their National Agreement that both ginsures adherence to that principle in all aspects of employment at General Motors and provides the contractual grievance and arbitration procedure for the resolution of alleged violations of that principle.

The parties recognize the desirability of increased communication and cooperative effort on this subject (1) to encourage employees and grievance representatives to use the grievance and arbitration procedure as the exclusive method for prompt resolution of all claims of violations of Paragraph (6a), (2) to determine the cause of such claims in order to reduce the probability of these claims arising or recurring, (3) to jointly communicate with appropriate federal and state civil rights agencies for the following purposes: (a) to increase understanding, (b) to promote and encourage the use of the grievance and arbitration

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MSY

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, and (4) to provide and monitor jointly approved diversity training modules.

Accordingly, the parties have established a ~~National Equal Application Committee~~UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust and Local Plant Equal Application Committees.

The UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust ~~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 a designee, and three (3) representatives of the Company, one of whom will be active in the Company's equal employment opportunity programs. The UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust ~~National Committee~~ will meet quarterly or more frequently if mutually deemed desirable or necessary 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 method to resolve claims of violations of Paragraph (6a).

b. Jointly conduct or arrange for information gathering 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, upon mutual agreement of the UAW Vice President of the GM Department and the GM Vice President of Labor Relations.

c. Jointly communicate with appropriate federal and state agencies for purposes set forth in this letter, upon mutual agreement of the UAW Vice President of the GM Department and the GM Vice President of Labor Relations.

d. Review and discuss ways and means of implementing General Motors policy regarding employment of individuals with disabilities.

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e. Advise and counsel Local Plant Equal Application Committees.

f. Jointly review and develop the necessary information that would allow the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust ~~National Equal Application Committee~~ to monitor and evaluate UAW-GM local plant diversity environments and initiatives. This information will also be available online.

g. A joint National Critical Intervention Team has been established to provide onsite assistance to the local plant Equal Application Committee upon request of both the UAW Vice President of the GM Department and the GM Vice President of Labor Relations.

h. The Diversity Training Program will continue to be available to the Local Equal Application Committee for use at all UAW-represented GM locations. Diversity training will be included in the New Hire Orientation materials. Problems encountered with the implementation of Diversity initiatives may be brought to the attention of the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust ~~National Equal Applications Committee~~ for resolution.

This Committee's activities will be separate from any actions that the Company or Union is required to take as a matter of law.

At each plant or facility that the National Agreement covers, a Local Plant Equal Application Committee will be established consisting of three (3) representatives of the Local Union and two (2) representatives of Management. The three (3) representatives of the Local Union shall consist of the Chairperson of the Shop Committee, the Chairperson of the Civil Rights Committee of the Local Union and the Local President. The two (2) representatives of Management shall be the Plant Manager/Plant Director, or a designated representative, and a member of Management at the plant active in the Company's equal employment opportunity program which may include a member from Human Resources and/or Labor Relations. Local Plant Equal Application Committees will meet on a scheduled quarterly basis, and shall have the following duties:

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a. Recommend to the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust ~~National Equal Application Committee~~ ways and means of promoting use of the grievance procedure as the exclusive method for resolving claims of violations of Paragraph (6a).

b. Suggest guidelines for Union and Company representatives active in the grievance procedure in the proper and prompt handling of grievances alleging such claims.

c. Recommend to the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust ~~National Equal Application Committee~~ means for determining the cause of equal employment opportunity and discrimination problems and tensions in the plant.

Where the Chairperson of the Civil Rights Committee of the Local Union is an employee of the plant, wages will be paid for time spent attending the quarterly meetings.

Copies of the minutes from these meetings will be made available to the Union.

In addition, the Chairperson will be permitted to leave work up to four (4) hours per week during straight time hours to conduct in-plant investigations of written grievances alleging a violation of Paragraph (6a) of the National Agreement.

The parties continue to recognize their legal and moral responsibility for assuring that all General Motors employees have equal employment opportunities and freedom from discrimination as set forth in Paragraph (6a) of the National Agreement. Consequently, the function of the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust ~~National Equal Application Committee~~ and Local Plant Equal Application Committees shall be advisory, consultative and cooperative. While the 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 encourage its members to utilize the grievance and arbitration procedure

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as the means of resolving claims or complaints against the Company which allege a violation of Paragraph (6a).

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Doc. 30,32,33,99]

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Doc. No. 32

GM POLICY REGARDING EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

The parties recognize that the ADAPT Program is the interactive process for providing reasonable accommodations for UAW represented employees with disabilities who volunteer to participate in the program.

The following is the text of the current written and published policy of General Motors LLC regarding ~~employment of~~accommodations for individuals with disabilities:

"GM is committed to providing equal employment opportunities to all employees. As part of this commitment, GM will provide reasonable accommodation(s) to qualified individuals with disabilities if reasonable accommodation(s) would allow the individual to perform the essential functions of their job, unless doing so would create an undue hardship on business operations or create a direct threat of harm to the employee or others."

"An employee who believes they need reasonable accommodation(s) based on a disability is responsible for requesting accommodation(s) from the Company."

"After receiving an accommodation request, the Company will engage with the employee through the appropriate process to understand the limitation(s) imposed by the employee's disability and explore potential reasonable accommodation(s) that could assist the employee in performing their essential job functions despite the limitation(s). For the interactive process to be

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successful, the individual requesting accommodation(s) must participate and cooperate in the process in good faith. If an employee requests accommodation(s) but then fails to fully participate, or to timely respond to requests for information, the request may be denied."

"If the employee's disability or need for accommodation is not obvious, the Company may ask the employee to provide supporting documents demonstrating they have a disability within the meaning of applicable law, and that the disability necessitates reasonable accommodation(s). The Company will keep any employee medical information obtained in connection with a reasonable accommodation request confidential in accordance with applicable law."

"Employees requesting accommodation(s) are encouraged to suggest reasonable accommodation(s) they believe would allow them to perform their essential job functions. The Company, however, is not required to grant the requested accommodation(s) and may provide alternative effective accommodation(s), to the extent any reasonable accommodation can be made without imposing an undue hardship on the Company."

"The Company makes determinations about reasonable accommodations on a case-by-case basis considering various factors and based on an individualized assessment in each situation. The Company strives to make determinations on reasonable accommodation requests quickly and will inform the individual once a determination has been made."

~~"The policy of the Company is to make reasonable accommodation to the limitations of qualified individuals with disabilities and to extend employment opportunities to such persons taking into account the needs of the business and financial cost and expenses.~~

~~"~~"Hiring and employment practices and procedures to implement this policy are the responsibility of the employing units. However, these practices, procedures and decisions are to be, at all times, in conformity with ~~the~~ this ~~Company~~ policy." ~~regarding employment of individuals with disabilities.~~" If you have any questions about this policy and process, please email: us.accommodation@gm.com."

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Consistent with the foregoing policy, the requirements of Section 503 of the Rehabilitation Act of 1973 and the Americans with Disability Act, as amended, and the rules and regulations promulgated thereunder, General Motors represents that it will affirmatively act to employ, advance in employment and otherwise treat qualified individuals with disabilities without discrimination based upon their physical or mental disability in all employment practices.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Preface, Par. (6a),(63)]
[See Doc. 30,31,33,99,107, 121]

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Doc. No. 37

**RESOURCE AND REFERRAL SERVICES-
WORK/FAMILY PROGRAM**

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the parties discussed matters related to the Resource and Referral Services Work/Family Program.

Work/Family Program Representatives will provide resource and referral information, program promotion and awareness for all Work/Family Programs. These programs include ~~the~~ Employee Assistance Programs, Child Care and Elder Care Resource and Referral, Workplace Violence Training, ~~and~~ Critical Incident Response and Veteran Service Resources. These Work/Family Programs provide quality information to help employees make more informed choices as consumers of Work/Family services. The UAW-GM Work/Family Committee of the LMC Trust will identify and add resources to the Work/Family Policy and Procedure Manual.

The ~~joint~~ parties agree that the resource and referral staff and/or UAW-GM Joint Work/Family Committee of the LMC Trust will provide Child and Elder Care Network providers' information to assist workers with their child and elder care needs. Based on the data collected and recommendation of the UAW-GM Joint Work/Family Committee, the Board of Trustees of the UAW-GM Labor Management Committees Trust Fund, will review and evaluate the scope of such a network, as well as overall program development, determination of delivery method and coordination of Resource and Referral services.

Funding will be provided through the UAW-GM Labor Management Committees Trust Fund.

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DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP MSG

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 39

MEMORANDUM OF UNDERSTANDING
EMPLOYEE ASSISTANCE PROGRAM

General Motors and the International Union express their determination to work jointly with personal problems including substance ~~abuse~~ use disorder and mental health among GM workers and their families. This memorandum defines the terms of the Employee Assistance Program (EAP) as administered by the UAW-GM Joint Work Family Committee of the LMC Trust. This program is not deemed a plan under, and is not subject to, the terms of the Employee Retirement Income Security Act of 1974, as amended.

Alcoholism and drug dependency is recognized by medical, public health authorities, General Motors and the UAW as a disease. These diseases can impair workers' ability to function in their lives and on their jobs. Alcoholism and drug dependency as well as other personal problems contribute to increased absenteeism and tardiness and deterioration of job performance. This in turn disrupts work schedules with consequent dissatisfaction among the majority of workers who are sincerely trying to do conscientious jobs. The combination of factors is recognized as having a potentially damaging effect on plant efficiency and endangers the job security of the worker.

The causes of personal problems including alcoholism, drug dependency and mental health are not well understood and cures are difficult. Nonetheless, General Motors and the UAW believe that constructive measures are possible to deal with these problems which can be a major cause of family breakdown and are related to personal breakdown and violence in the community.

I. Objective

The objectives of this joint effort are to help employees and their family members develop healthier life styles and enhance the effectiveness of the workforce. Further the purpose of this program is designed to help prevent the development of personal problems and provide access for treatment and after care for those already affected.

General Motors and the International Union acknowledge that neither local management nor the local union working alone can always provide the level of

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motivation required by employees experiencing personal problems. As a result, joint efforts are imperative in encouraging the employee to seek EAP services, as needed, to respond successfully to treatment, and to maintain a resolve to avoid further personal problems.

II. Guidelines for Administration

The Board of Trustees of the UAW-GM Labor Management Committees Trust Fund is responsible for directing and coordinating these efforts in coordination with the UAW-GM Joint Work/Family Committee of the LMC Trust. The Committee will be comprised of an equal number of representatives from the UAW and GM. This Committee will engage in joint efforts and function administratively in consultation with a Local Work/Family Committee comprised of local management and local union personnel which will review the efforts of the Local Work/Family team on a regular basis. The UAW-GM Joint Work/Family Committee of the LMC Trust ~~Committee~~ will meet regularly for the purpose of reviewing the administration and operation of the UAW-GM Employee Assistance Program, resolving issues not otherwise resolved and providing direction and consultation to Local Work/Family Committees.

The UAW-GM Joint Work/Family Committee of the LMC Trust, the National Benefits Administrators and CDR Representatives will meet periodically to discuss issues impacting EAP program administration. In this regard it is important to:

1. Generate a climate at the plant level which will eliminate the effects of the social stigma associated with mental health disorders, alcoholism and drug dependency, and other personal problems which act as a barrier to employees seeking help to resolve personal problems;

2. Insist that local management and the local union at all levels exercise their best efforts toward the objective of earlier identification and motivation of the employee to accept EAP services;

3. ~~As~~Ensure confidentiality in working with the employee;

4. Assist in developing educational and informational materials for use at the plant level.

III. Local Employee Assistance Program Administration

The Local Work/Family Committee consists of the Plant Manager or a designated Management representative, the Plant Personnel Director, the President of the Local Union and the Chairperson of the Shop Committee. It will be the responsibility of this Local Committee to review on a periodic basis the local Employee Assistance Program.

General Motors and the International Union will designate representatives of local management and representatives of the local union to work jointly on these problems. Among the responsibilities of the local Work/Family team are:

1. In cooperation with the central review organization (CRO), the carrier and the local central diagnostic referral (CDR) agency, survey community resources to determine the availability of appropriate treatment facilities and the cost of treatment. Where facilities are inadequate or unavailable, undertake efforts to improve the situation.

Ensure an assessment is done by a CDR within 24 hours of a Work/Family representative's direct referral resulting from a medical emergency. While the parties recognize the value of providing timely assessments, they also recognize that there may be situations where the 24-hour assessment does not occur. On a case-by-case basis, the joint parties will review such situations and undertake efforts to improve the situation.

2. Help employees understand that they may consult on a confidential basis with the local Work/Family team, or an outside central diagnostic and referral (CDR) agency, concerning the employee's problem.

3. Arrange for the local union benefits representative to be available to explain to the employee and others who may be involved the extent to which recommended treatment qualifies for payment under the GM Health Care Program.

4. Establish and maintain active aftercare and follow-up programs. Help employees understand the therapeutic benefits of self-help groups and engage EAP participants in these group activities.

General Motors and the International Union acknowledge that:

1. Nothing in this statement is to be interpreted as constituting any waiver of Management's responsibility to maintain discipline or the right to invoke disciplinary measures in the case of misconduct which may result from or be associated with the use of alcohol or drugs or personal problems. The Union may exercise its right to process grievances concerning such matters in accordance with the ~~GM-~~UAW-GM National Agreement;

2. During or following treatment the employee should not expect any special privileges or exemptions from standard personnel practices; and

3. When a leave of absence is necessary so that an employee may undergo medical treatment for alcoholism or drug dependence or personal problems in or from an appropriate facility in accordance with this program, and when the employee has voluntarily submitted to such treatment and provided the employee has unbroken seniority, sick leave of absence will be granted pursuant to the National Agreement and the employee will be eligible for benefits in accordance with the GM Health Care and Life and Disability Benefits Programs as negotiated with the International Union.

IV. Additional Understandings

During the course of Negotiations, the parties held extensive discussions over a wide range of EAP and Work/Family subjects. The following represents the highlights of those discussions and the commitments arrived at between the parties:

1. A key ingredient in combating personal problems lies in education, early identification and early intervention. Accordingly, the UAW-GM Joint Work/Family Committee of the LMC Trust has developed a comprehensive education and training program directed at all levels of local management, local union, and the work force. Administrative costs of the program will be funded by the UAW-GM Labor Management Committees Trust Fund created in accordance with the Memorandum of Understanding – Joint Activities.

2. The UAW-GM Joint Work/Family Committee of the LMC Trust through a series of meetings, with input from Work/Family Representatives in the plants, has

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developed SPEC Standards for UAW-GM Work/Family Programs. Those SPEC Standards are incorporated by reference into the terms of this Memorandum, including revisions or modifications the parties will make in the future. Problems related to the implementation of these standards will be brought to the attention of the UAW-GM Joint Work/Family Committee of the LMC Trust and, as appropriate, the UAW-GM Labor Management Committees Trust Fund for resolution.

3. The UAW-GM Joint Work/Family Committee of the LMC Trust will continue efforts towards facilitating the professional development of individual plant Work/Family Representatives.

~~-~~Costs associated with the above will be paid as appropriate, by the UAW-GM Labor Management Committees Trust Fund created ~~-~~in accordance with the Memorandum of Understanding - Joint Activities.

4. The Work/Family Policy and Procedures Manual will be jointly updated following negotiations. All program activities will be governed by the requirements outlined in the Work/Family Policy and Procedures Manual. The ~~parties~~ UAW-GM Joint Work/Family Committee of the LMC Trust ~~are~~ is specifically empowered to review and evaluate this memorandum and the Policies and Procedures and make mutually satisfactory adjustments and modifications during the term of this Agreement only upon mutual agreement.

5. In line with professional development, the parties commit to continue efforts to include training and internal certification. The parties further agreed that following the effective date of the 2023~~19~~ UAW-GM National Agreement, the UAW-GM Joint Work/Family Committee of the LMC Trust will use the Work/Family Internal Certification Program training curriculum for Local Work/Family Representatives. When implemented, this curriculum will constitute the Work/Family Internal Certification process.

Costs associated with the above will be paid by the UAW-GM Labor Management Committees Trust Fund created in accordance with the Memorandum of Understanding – Joint Activities.

V. Work/Family Representation

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1. Work/Family Representatives will be scheduled to report for Work/Family representation purposes during overtime, part-time or temporary layoffs, or inventory when 50% or more of the people they represent on their respective shifts are scheduled to work.

2. During overtime hours, when less than fifty percent (50%) of the people they represent on their respective shifts are scheduled to work, they will not function pursuant to this Memorandum of Understanding, but will be scheduled to perform Work/Family Program activities if they would otherwise have work available in their equalization group.

VI. Drug Testing

Because of the recent emergence of a substantial body of legislation requiring drug testing of many of the Company's employees, both represented and non-represented, the parties have had extensive discussions surrounding drug testing and have agreed to the following:

1. All drug testing performed will be conducted in accord with applicable laws mandating or regulating such testing; such as, Federal Aviation Administration, Department of Transportation, or Department of Defense.

VII. Conditions of Employment Guidelines - For those Employees in the Employee Assistance Program Whose Seniority has been Broken

When Employee Assistance Program participants or other employees suspected of being in need of EAP services return to work, the following can be agreed upon between the bargaining unit representative, Labor Relations, the Local Work/Family team and the employee.

The specific items to be included will depend on the individual case and should be developed to meet the particular circumstances. Accordingly, items one through five may be recommended for inclusion in a condition of continued employment by the Local joint Work/Family team.

1. Participation in in-plant self-help meetings. Length of participation that will be required and frequency of meetings can be either specified in advance or left up to the discretion of the Local Work/Family team.

2. Participation in outside self-help groups and mandatory completion of an aftercare plan which might include Antabuse recommended by a treatment facility and monitored by the Local Work/Family team.

3. Mandatory cooperation in follow-up and monitoring for a period of time specified by Local Work/Family team members.

4. Periodic scheduled screening when it is felt this procedure could be of value in monitoring and encouraging abstinence. In cases of positive findings, the results must be confirmed by a second test.

5. A specific period of total non-use of alcohol or other drugs can be agreed to between the parties. The Local Work/Family team and the employee must concur with this probationary period which is defined as not less than six months nor more than two years and it must be understood by all parties that resumed use could result in termination of employment during this period.

The above items (one through five) will be administered jointly by the Local Work/Family team for those employees returning under these conditions. Any conditions of continued employment agreed to by Management, the Union and the employee are considered contractually binding and non-compliance could result in disciplinary action up to and including discharge. The employee's previous disciplinary record and action which may be taken for further misconduct will be matters reserved to the actual settlement of any grievance(s) involved and/or will be resolved between the bargaining unit representative and Labor Relations.

The seniority status of the employee must be specified as either a new hire or reinstatement of former seniority. If seniority is reinstated, all rights and privileges which would normally accrue in line with the reinstated seniority under the terms of the national or local agreement must be granted.

International Union, UAW	**General Motors Company**
Michael J. Booth	Michael O. Perez

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Nicole Current	Mark Polglaze
Mike Plater	Arthur Huber
Dave Shoemaker	Michelle Antczak-Healey
Monica Bradford	

[See Doc. 46,102,114]

Doc. No. 40

MEMORANDUM OF UNDERSTANDING GLOBAL MANUFACTURING SYSTEMS

General Motors and the UAW recognize that the cornerstone of job security and growth for all General Motors employees is to earn customers for life while building the most valued automotive company, consistent with our purpose and values. Working together, this is accomplished at all levels of the organization and engages all team members to achieve business results and drive continuous improvement through the unified use of General Motors' Global Manufacturing System (GMS).

GMS is the single, common global manufacturing system that engages and aligns all employees. The principles and elements of GMS will support the team member, eliminate waste, continuously improve business results and deliver quality to the customer when fully implemented and executed. Failure to execute all of the principles and elements significantly reduces the effectiveness of the system. It is agreed that the Parties will jointly implement and execute the entire system.

The National Parties agree that General Motors' Global Manufacturing System is the single system to be used in all UAW represented locations. In addition, the Parties have agreed that the support of GMS through the UAW-GM GMS Steering Committee, governed by the UAW-GM GMS Leadership Council, is effective and beneficial to all UAW represented locations and its members.

Council Structure

The strength of our joint commitment to the implementation and execution of GMS is supported by the following councils:

I. UAW-GM GMS Leadership Council

The Leadership Council will be co-chaired by the Vice President of Labor Relations, GMNA and the Vice President and Director of the UAW General Motors Department and will meet on a quarterly basis. The membership will include GM and UAW leadership as designated by the Co-Chairs.

The purpose of this Council is to:

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MEY

- provide overall direction for the implementation and execution of GMS
- provide a forum for sharing information and discussion regarding competitive benchmarking, ~~and~~ global revisions to GMS and new Company GMS programs, pilots, and processes impacting UAW represented employees
- review BPD in order to evaluate the progress of the plan to the goals and support countermeasures
- resolve escalated Product Quality Resolution Process concerns
- ~~resolve~~address issues escalated from the UAW-GM GMS Operations Council regarding implementation and execution of GMS, including, but not limited to, GMS Global Statements

The Co-Directors for the Support Staff will assign appropriate resources to support the Council's directions and initiatives.

II. UAW-GM GMS Operations Council

The core membership consists of UAW International Servicing Representatives and GM Manufacturing Executive Directors and CCA Director²s of Operations. Other members may be designated by the UAW-GM GMS Operations Council. Meetings are facilitated by the UAW-GM GMS Steering Committee Co-Chairs and occur on a quarterly basis.

The purpose of this Council is to:

- support overall direction and governance for the implementation and execution of GMS
- provide a forum for sharing information regarding competitive benchmarking, ~~and~~ global revisions to GMS and new Company GMS programs, pilots, and processes impacting UAW Represented employees
- provide support for GMS implementation and execution
- review BPD in order to evaluate the progress of the plan to the goals and support countermeasures
- review progress of departmental activities such as Suggestions, VPAC, etc.
- resolve escalated Product Quality Resolution Process concerns from the UAW-GM GMS Steering Committee or the UAW-GM GMS Local Leadership Council

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- ~~resolve~~address issues escalated from the UAW-GM GMS Steering Committee regarding implementation and execution of GMS, including but not limited to GMS Global Statements

Issues involving the failure and/or refusal of a plant to fully implement GMS should be referred to the UAW-GM GMS Operations Council. The Council is empowered to provide ~~whatever~~ appropriate direction ~~is necessary~~ to ensure such plant becomes fully compliant with GMS in accordance with the commitments made in this document.

III. UAW-GM GMS Steering Committee

This committee is co-chaired by the ~~National Joint Program Representatives~~ UAW–GM Global Manufacturing System Committee ~~under GMS~~ and will meet monthly or as jointly agreed. Other members of the committee will be designated by the UAW-GM GMS Steering Committee Co-Chairs.

The purpose of this Committee includes but is not limited to:

- providing support for GMS implementation and execution
- resolving any escalated concerns from the UAW-GM GMS Local Leadership Councils
- addressing any other implementation or execution issues that may arise
- coordinating joint GMS activities including:
    1. exploring, evaluating, and recommending resources for GMS training, development, facilitation and support for UAW represented employees
    2. identifying and coordinating UAW-GM GMS Steering Committee support for new Company GMS programs, pilots, and processes that impact UAW represented employees
    3. coordinating the Joint GMS Calibration and Assessment schedule
- coordinating participation for review of revisions to GMS statements for input and understanding during the annual GMS Statement review process by engaging joint principle leads and other parties as defined by the UAW-GM GMS Steering Committee prior to statement publication

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- escalating to the UAW-GM GMS Operations Council issues regarding implementation and execution of GMS, including but not limited to GMS Global Statements

IV. UAW-GM GMS Local Leadership Councils

These Councils which are Co-Chaired by the UAW Shop Committee Chairperson and the Plant Manager, shall meet monthly and may consist of the following members:

- President of the Local Union
- Shop Committee members
- Plant Manager's Staff
- Personnel Director
- UAW International Regional Representative
- Other members may be designated as appropriate

The purpose of these Councils is to:

- act as the Local Leadership Council for GMS implementation and execution, and to provide support through participation in the Principle Basket Weave teams
- support joint training for the implementation and execution of GMS
- review alignment of BPD Level 0 to local BPD goals
- review BPD in order to evaluate the progress of the plan to the goals and support countermeasures
- review progress of GMS activities such as training, problem solving, Suggestions, VPAC, etc.
- resolve any escalated GMS implementation, execution and Product Quality Resolution Process concerns
- ensure resources are identified and provided appropriate time and authority to perform their required GMS responsibilities

The UAW-GMS Representative and their management counterpart will facilitate the UAW-GM GMS Local Leadership Council meetings. Minutes from these meetings will be made available to the UAW-GM GMS Steering Committee.

GMS Representatives Roles and Responsibilities

The joint GMS Representatives ~~and their management counterpart(s)~~ will have responsibilities to assist their respective Councils in the effective implementation and

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execution of GMS. ~~These~~ This duties ~~being an effective coach and teacher of GMS principles and related elements, facilitating Council meetings as directed, and supporting People Involvement activities such as Suggestions, VPAC, etc.~~

a) supporting their UAW-GM GMS Local Leadership Councils as follows:
   1) understanding the GMS Principles and Elements and being an effective coach and teacher
   2) coordinating achievement of BIQ/OPE as required with the UAW-GM GMS Local Leadership Council and local basketweave teams
   3) facilitating the UAW-GM GMS Local Leadership Council meetings, taking minutes and distributing them as directed
   4) supporting Departmental Activities as outlined below

b) ~~To this end, the~~ The joint GMS Representatives ~~and their management counterpart(s)~~ will receive the training necessary to effectively perform their duties and complete the GMS Representative Certification Process.

Departmental Activities

The following programs will be supported by the ~~National Joint Program Representatives under GMS~~ UAW–GM Global Manufacturing System Committee: ~~:~~

- Suggestions Plan
- Support of GMS for Maintenance and evolving Predictive Technologies
- ~~Support of the~~ CMMS system
- VPAC~~/VSSM Programs~~US-SSM Programs
- Local SWE Standards

Training in these activities will be supported where jointly agreed upon.

~~The parties agreed to make enhancements to the Suggestion Plan, including but not limited to streamlining the submission process, shortening the time for adopt/non-~~

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~~adopt decisions, enhancing and expediting payouts with the intent to increase participation and the value of the Suggestion Plan to the membership.~~
Appropriate information, updates, and training schedules will be posted on the ~~Departmental Website~~ SharePoint site.

GMS-Maintenance

During these negotiations, The National Parties discussed the importance of engaging all team members, including maintenance, in fully implementing and executing GMS. A focus during those discussions was a concern regarding GMS specific to the maintenance function. At the conclusion of those discussions, the Parties reaffirmed that the GMS principles and elements support all team members including maintenance and when fully implemented are the cornerstone of job security and growth for all General Motors employees.

Also discussed was the importance of appropriate and accurate data entered into a Computerized Maintenance Management System (CMMS). To that end, it is expected that UAW represented skilled trades, and others assigned as appropriate, provide such data. In recognition of team member concerns, Management has stated that such information from the CMMS database will not be used for disciplinary action, outsourcing, or subcontracting. It is understood both parties will have full access to the data.

The Parties have agreed that the support of all team members in all functions in the execution of GMS through the UAW-GM GMS Steering Committee, governed by the UAW-GM GMS Leadership Council, is effective and beneficial to all UAW represented locations and its members.

Product Quality Resolution Process

During the course of past negotiations, the National Parties discussed team members having the opportunity to raise product quality concerns in the course of performing their regular work assignments. In so doing, team members play a critical role in the continuous improvement of our products and, ultimately, in meeting the quality expectations of our customers and assuring the job security of UAW-represented employees. It is recognized that product quality concerns require an immediate and thorough response.

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Any issues requiring immediate attention will be expedited and escalated through the UAW-GM GMS Doc 46 Representative and their Management Counterpart. In the event it is not resolved at this level, the issue will be expedited and escalated to the UAW-GM GMS Local Leadership Council. The UAW-GM GMS Local Leadership Council can in turn expedite and escalate as needed through the remaining council structure up to and including the UAW-GM GMS Leadership Council for final resolution. The joint parties will provide a written record of all issues that are escalated or resolved at each step.

The Parties will periodically review and revise the Product Quality Resolution Process as necessary. Updates will be posted on the ~~Departmental Sharepoint~~ SharePoint site.

Labels and/or Decals

During prior negotiations, the Union expressed a desire for UAW members, who have contributed significantly to improved product quality, to be permitted to display, on completed assembled vehicles and packaging and shipping containers, a joint label or decal certifying that the product is proudly built by GM workers who are members of the UAW. During the current negotiations, the Company agreed to continue this approach to employee recognition and assured the Union of its commitment to employee recognition through such practices in the component plants.

Team Leaders

A focus of these discussions was the important role that production and skilled trades team leaders have in the overall success of implementing and executing GMS.

Team Leaders will be provided with the tools, the training, and the time to perform their roles. This effort will include the identification of practices and the development of processes that provide for the ongoing support of the Team Leader function in areas such as roles and responsibilities, selection, de-selection, evaluation, availability, training and development, etc. In addition, the UAW-GM GMS Steering Committee will identify and share best practices on team leader effectiveness and availability.

The parties discussed the importance of team meetings and team leader meetings for effective problem solving and elimination of waste. These meetings encourage greater employee engagement and contribute to the overall success

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of the implementation and execution of GMS. The UAW-GM GMS Local Leadership Council should jointly discuss ways to optimize inclusion and empowerment of the teams.

Job Rotation

During the course of these negotiations, the parties discussed the requirement for Job Rotation in the implementation and execution of GMS in all worksites.

The parties discussed the need for plants to determine the best rotation plan for their worksites. In order to achieve that objective, the parties agreed that the UAW-GM GMS Local Leadership Council will determine the best manner in which the plant will employ rotation.

Issues Resolution Process

The Parties continue to recognize that the cornerstone of job security for all General Motors team members lies in our ability to earn customers for life while building the most valued automotive company, consistent with our purpose and values. Further, the parties recognize that a key enabler is the efficient, effective, full joint execution of GMS. The Parties agree, that in order to fully engage team members in this effort, job security and people issues have to be considered. In situations where operational efficiencies are made through continuous improvement efforts, team members will be redeployed to available work within the bargaining unit.

Any issues requiring immediate attention will be expedited and escalated through the UAW-GM GMS Doc 46 Representative and their Management Counterpart. In the event it is not resolved at this level, the issue will be expedited and escalated to the UAW-GM GMS Local Leadership Council. The UAW-GM GMS Local Leadership Council can in turn expedite and escalate as needed through the remaining council structure up to and including the UAW-GM GMS Leadership Council for final resolution. The joint parties will provide a written record of all issues that are escalated or resolved at each step.

International Union, UAW	**General Motors Company**
Michael J. Booth	Michael O. Perez
Nicole Current	Mark Polglaze
Mike Plater	Arthur Huber
Dave Shoemaker	Michelle Antczak-Healey

Jeff Walker

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Doc. No. 41

COMMITMENT TO DIVERSITY

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

The UAW and GM have worked together for many years to understand and promote diversity in the workplace, a goal we absolutely agree on and are fully committed to. The parties have long recognized that diversity is the collective mixture of our similarities and differences. Both organizations recognize that diversity includes race and gender, as well as broader dimensions such as family status, religion, sexual orientation, gender identity/expression, education, abilities, disabilities, military status, union, non-union, language and many others.

Diversity is a positive asset to an organization because only by leveraging our diversity will we be able to achieve the kind of relationship that we know is necessary if General Motors is to prosper and provide good jobs that allow employees, both union-represented and salaried, to be secure in today's complicated world.

Our vision is to have a workplace that naturally enables the people of UAW-GM to fully contribute and achieve personal fulfillment. The UAW and GM continue to support and integrate the many voices of diversity, increasing our appreciation of cultural differences, beliefs, values, abilities, disabilities and sexual orientation. The UAW and GM work together at the national and local levels to develop and deliver diversity training. The principles that guide UAW-GM Diversity Initiatives include:

- creating a learning organization;
- seeking diverse input and involvement;

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DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MEY

- leading the cultural change process; and
- pursuing continuous improvement in diversity actions and programs.

The ~~National Equal Application Committee~~ UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust works with local Plants to provide educational materials to the UAW-GM workforce regarding diversity and equal employment opportunities. They also identify community agencies involved in civil rights and diversity activities and work with community leaders to discuss and work towards solutions to mutual problems regarding discrimination. Action plans can be developed to include such activities as:

- utilizing plant communication methods to celebrate cultural diversity and share the UAW-GM joint commitment to diversity;
- seeking input from identifiable diverse employee groups and individuals;
- identifying opportunities to celebrate diversity with educational awareness events and exhibits;
- communicating how diverse employee groups can participate in plant and community projects; and
- recognizing activities that are inclusive of diverse employee groups.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 46

JOINT PROGRAM REPRESENTATIVES

GENERAL MOTORS LLC

~~**October 16, 2019**~~

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations the parties discussed at length the need to focus our current joint program representatives on specific programs designed to assist our employees and the management in implementation of an improved working environment.

Over the years, we have agreed to a number of different joint program and Global Manufacturing System (GMS) representatives appointed by the Vice President and Director of the GM Department, UAW, and, in some cases, by the local management and union leadership at the direction of the ~~Co-Chairpersons, Executive Board - Joint Activities~~ Board of Trustees of LMC and VEBA Trusts to carry out and administer certain negotiated agreement programs in the following functions:

- Health and Safety
- Joint Activities
- Accommodating DisAbled People in Transition (ADAPT)
- Work/Family Program
- Human Resource Development
- Joint Training
- Global Manufacturing System (GMS)

Each plant in General Motors, depending on employee population, may have employees assigned to the above functions. Each time new programs have been negotiated, people were assigned to perform the tasks associated with each program to the extent that we now have several well-trained experts in those fields. The parties recognize that

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DATE INITIALED: OCT 2 8 2023

INITIALED BY PARTIES: MD MEY

over the years priorities have shifted and, as a result, there is a need to carefully analyze the programs that currently require increased emphasis, such as, work/family, health and safety, etc. As a result, the parties have concluded that these well-trained resources can now be deployed or reassigned to programs requiring special attention.

It is recognized that each plant location has its own unique culture and needs; therefore, the local joint leadership group (Plant Manager, Personnel Director, Local Union President and Chairperson of the Shop Committee) will determine where their current full time representatives will be allocated to best serve the employees of the organization. It is recognized that at some locations additional representatives may be required to perform tasks associated with the newly determined local focus and at others less. In any event, the total number of new and current full time joint program representatives shall not exceed the number provided for below:

Plant Population	**Number of Representatives**
Up to 200	1
201 to 400	2
401 to 600	3
601 to 1,000	4
1,001 to 5,000	Ratio of 1:250
5,001 and above	Ratio of 1:275

In the case of bargaining units between 1,001 to 5,000 and 5,001 and above, the number of representatives in a given bargaining unit will be determined by the number of represented employees (active and temporary layoff) divided by the appropriate ratio number. Where the fraction of the result is .5 and above, the number will be rounded up to the next highest whole number and where the fraction is less than .5, rounded down to the whole number.

Nothing in this agreement limits or is intended to interfere with any local mutually agreed upon projects or initiatives, ~~consistent with the Memorandum of Understanding – Joint Activities but~~ falling outside the scope of this document that may provide additional staff resources to meet the specific objectives of the local parties.

Each plant has submitted a plan for deployment of these resources in accordance with specific guidelines issued by the Board of Trustees of the LMC and VEBA trusts. ~~Executive Board – Joint Activities pursuant to the~~

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~~Memorandum of Understanding – Joint Activities.~~ All such representatives will be appointed by the Vice President and Director of the GM Department, UAW. Such plan will include the names and assignments for each of the local representatives assigned to Joint Programs and will be forwarded to the UAW General Motors Department and the GM Corporate Labor Staff ~~Executive Board – Joint Activities~~ for approval prior to implementation. Likewise, as individual plant needs and priorities change, the local parties are afforded the flexibility to submit revised plans for ~~Executive Board~~ approval.

When plant population changes occur which would increase or decrease the number of representatives, such population changes must be in effect for a period of six consecutive months before such adjustment is made in the number of representatives, in which case such adjustment will be made at the conclusion of the six month period. In the event such population change results from the discontinuance or addition of a shift, the opening of a plant, or the cessation of a plant's operations, the adjustment in the number of representatives will be made within the first twenty working days following the first day such population change occurs. Other situations involving a sudden significant change in the number of employees at a location may be discussed by the Company and the GM Department of the International Union.

When a reduction or increase in plant population calls for a change in the number of representatives, the local parties will be required to submit a revised deployment of resources plan for approval~~, to the Executive Board – Joint Activities.~~ All representatives in either case will also be appointed by the Vice President and Director of the GM Department, UAW.

It is understood that the Representatives re-deployed in these locally determined areas of special focus and attention may require additional training. It is agreed that such training will be provided through the ~~UAW-GM Center for Human Resources~~LMC and/or VEBA Trust Funds subject to the approval of the ~~Executive Board – Joint Activities.~~Board of Trustees of the LMC and VEBA Trusts.

It is agreed that such representatives shall function in accordance with governing provisions of the ~~GM-UAW~~UAW-GM National Agreement germane to their area of focus.

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During overtime hours, joint program representatives in the areas of Joint Activities, Accommodating DisAbled People in Transition (ADAPT), Human Resource Development, Work/Family, and Joint Training will be scheduled to perform joint program-related activities if they would otherwise have work available in their equalization group.

Joint Program Representatives are eligible for promotion to higher rated jobs on their shift in accordance with Paragraphs (63) (a) (1) and (63) (a) (2) of this Agreement provided they are the most senior applicant and they are capable of doing the job.

Longer range, the ~~Executive Board - Joint Activities~~Board of Trustees of the LMC and VEBA Trusts will establish a joint process aimed at effectively consolidating, simplifying, integrating, focusing and achieving better utilization of joint programs at the plant level.

The spirit and intent of this document is to provide increased focus on joint employee programs and to more fully utilize the experience and talents of the representatives assigned to joint programs. The parties are committed to working together in a spirit of cooperation to improve our relationship and the effectiveness of our joint programs. The result of such cooperation will improve the working environment in our plants for all GM employees.

Any problems relating to the implementation of this document may be raised by either party and it is understood that any necessary modifications may be made by mutual agreement between the Company and the International Union, ~~consistent with the Memorandum of Understanding - Joint Activities.~~

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Par. ~~(19)~~(23)]
[See Memo-Joint Activities]
[See Memo-Training; Memo-Attendance]
[See Memo-Human Resource Development]
[See Doc. 7,39,40,88,105]

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Doc. No. 62

SKILLED TRADES APPRENTICESHIP READINESS CERTIFICATE (STARC)

Inter-Organization

GENERAL MOTORS LLC

Date: ~~October 16, 2019~~

Subject: Apprentice Testing and
The Local Apprentice Committee

To: All Personnel Directors
Plants Covered by the GM-UAW
National Agreement

During these negotiations, the Pparties discussed the selection of GM-UAW apprentices. The new selection procedures will be developed and registered as part of the GM-UAW National Program Standards and in full cooperation with the U.S. Department of Labor-Office of Apprenticeship. The selection procedures shall be identified as the GM-UAW-Skilled Trades Apprenticeship Readiness Certificate (STARC) program for all internal and external candidates.

Eligibility Requirements
Under the GM-UAW-Skilled Trades Apprenticeship Readiness Certificate program or STARC, those seeking placement in an apprenticeship must complete four (4) specific college level courses with a grade of 75% or better for Manufacturing Facilities and 850% or better for Engineering Facilities. The GM-UAW Skilled Trades and Apprentice Committee will evaluate this grade standard and make changes to this requirement, if deemed appropriate. The courses required for completion, and subsequent consideration as a candidate through the GM-UAW STARC program shall be at least one semester in length and be delivered through an approved accredited educational institution and consist of:

- Basic Shop Related Mathematics
- Basic Blueprint Reading for Skilled Trades
- Trades Related Preparation (Spatial and Mechanical Reasoning)
- Algebra (101)

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DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MEY

Any petition for equivalent courses must be approved by the National Parties. Candidates that have previously completed required STARC coursework or equivalent classes may submit, in the form of official transcripts, sent from the approved educational institution to their Local Apprenticeship offices and petition to receive credit for those classes towards the completion of the STARC program. The National Apprentice Committee reserves the right to change the course content and/or the required courses to meet the apprentice program standards.

Internal Candidates
Internal candidates have the responsibility to ensure official transcripts are sent directly from the approved educational institution to the GM-UAW National Apprentice Committee ~~the Local Apprentice Committee. Local Apprentice Committee(s) are to scan documents and forward to the GM-UAW National Apprentice Committee.~~ Internal Candidates will be included on a STARC ready list for the ~~calendar year~~applicable period in which they receive their certificate.

External Candidates
External candidates have the responsibility to ensure official transcripts are sent directly from the approved educational institution to the GM-UAW National Apprentice Committee. Upon proof of successful completion of the coursework, external candidates will be included on STARC ready lists for the ~~calendar year~~applicable period in which they receive their certificate.

Ready List
Each calendar year's STARC ready lists shall be merged with subsequent STARC ready lists. The STARC ready lists will be released to all UAW-Represented Locations by March 1st and September 1st of each calendar year ~~for the preceding year~~ in accordance with Paragraph 127(f) of the UAW-GM National Agreement.

If any issues arise in the administration of this process it will be reviewed by the National Skilled Trades and Apprentice Committee.

Michael O. Perez
Vice President
GMNA Labor Relations

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[See Par. (127)(d)(1)]

Doc. No. 63

JOB SECURITY - APPRENTICE TRAINING AND JOURNEYPERSON DEVELOPMENT

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

Subject: Job Security - Apprentice Training and Journeyperson Development

During these negotiations, the Union and the Company acknowledged that skilled trades personnel provide vital 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 apprenticeable trades through training and retraining will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility, operational effectiveness and, in turn, enhance job security.

Consistent with these discussions and in response to current skilled trades demographics, potential future retirements, and attrition, the Company has agreed to continue to place primary reliance on the GM-UAW Apprentice Program as the training source for future skilled tradespersons. Exceptions to this must be approved by the GM-UAW Skilled Trades and Apprentice Committee. Integral to this job security-related commitment would be actions to enhance the flexibility of both future apprentice graduates and current journeypersons.

With regard to the expansion of the Apprentice Program, GM intends to continue to indenture apprentices Company-wide in the basic apprenticeable trades. These additional apprentices will be added during the term of the 20 23 National Agreement provided that qualified candidates can

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DATE INITIALED: OCT 2 4 2023

INITIALED BY PARTIES: MP MEY

be found who meet all the selection criteria and affirmative action goals can be met. While the placement of apprentices will depend on a variety of business condition factors such as attrition, technological changes, business sector performance, future product plans and product allocation, the general economy, and sales and market trends, General Motors intends to pursue the objective to indenture ~~400~~(650) apprentices during the term of the 20~~19~~23 National Agreement. The number of apprentices will be calculated on a one-time basis during the 2023 National Agreement at a ratio of one (1) apprentice for every two (2) journeypersons. This calculation will be based on the number of skilled trades journeypersons in active status at all manufacturing and engineering locations within the apprenticeable skilled trades classifications who are sixty-one (61) years of age or older, as of the Monday following January 31, 2024. Notwithstanding the above formula, the parties agree that during the term of the 2023 National Agreement, application of the formula shall not result in excess of 650 new apprentices. Requests for apprentices, the rate of placement, forecasted requirements, classifications, and placement locations will be reviewed and mutually agreed to by the National Parties consistent with other understandings regarding skilled trades job security. If a mutual agreement cannot be reached, the issue will be escalated to the next level of leadership of the National Parties for resolution.

It is understood that in cases where the above goals cannot be met, or there is an immediate need for journeyperson skills at a particular location, it may be necessary to hire journeypersons in place of the apprentices agreed upon in this letter. In that case, the Company will inform the International Union of the number of journeypersons hired and the reasons. Also, in these discussions the parties reviewed the need to give priority consideration to the placement of laid off skilled tradespersons (journeypersons, J.I.T.s, and Apprentices).

Furthermore, where changes in the type of operation, volume, product life cycle, or other reasons, have caused an excess number of journeypersons in a particular Skilled Trade/classification and placement in their trade/classification is not possible, the parties will pursue, where feasible and practical, the retraining of journeypersons to qualify them in another apprenticeable Skilled Trade in either their home plant or another GM facility, consistent with established Employee Placement Procedures. Such retraining could be done within or outside the GM-UAW Apprenticeship Program. In any

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event, any such retraining programs must be approved by the GM-UAW Skilled Trades and Apprentice Committee.

It is anticipated that progress in the goals set forth in this letter will be reviewed periodically in regular meetings of the GM-UAW Skilled Trades and Apprentice Committee. Progress will be reported annually to the Director of the GM Department of the UAW and the Vice President - Labor Relations for General Motors, for review and adjustment where necessary.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Par. (127)(d)(1),(127)(d)(2),(130)]
[See Par. (131),(152)]

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Doc. No. 77

LOCAL UNION PRESIDENTS

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the parties discussed the duties of the Local Union President in certain General Motors plants. The parties agreed that the president's function includes, in addition to administrative duties as the Local Union's Chief Executive Officer, certain elements of National Agreement administration.

Accordingly, the Company agreed that in plants employing 500 or more employees where the Local Union President is a full time employee, such president will be allowed to perform legitimate administrative functions without loss of pay up to a total of forty (40) straight time hours per week. Moreover, in those same plants such president will be permitted to leave the plant and will be paid for up to eight (8) hours per day Monday through Friday to perform legitimate administrative functions.

Moreover in those same plants when such Local Presidents are absent for at least one full working day for reasons other than those provided herein, Management will recognize a temporary replacement from among the full time employees. Notification of such replacement shall be submitted in writing at least twenty-four hours in advance to Local Management's designated representative. In the event such a replacement is made, the Local President shall not be paid and the replacement will be permitted to utilize time out of the plant with pay pursuant to the provisions herein.

In plants employing less than 500 employees but more than 250 employees where the Local Union President is a full time employee, such president will be allowed to leave the

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DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MEY

plant in accordance with Paragraph (24) of the GM-UAW National Agreement to perform legitimate administrative functions without loss of pay for up to a total of ~~ten~~ twenty (~~1~~2~~0~~) straight time hours per week. Any single period of absence must be for a minimum of two (2) hours.

In plants employing less than 250 employees but more than 100 employees where the Local Union President is a full time employee, such president will be allowed to leave the plant in accordance with Paragraph (24) of the GM-UAW National Agreement to perform legitimate administrative functions without loss of pay for up to a total of eight (8) straight time hours per week. Any single period of absence must be for a minimum of two (2) hours.

Any problems associated with the implementation or administration of this letter will be reviewed by the Company Labor Relations Staff with the GM Department of the UAW.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 86

SKILLED TRADES WORKING IN PRODUCTION

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

The parties held extensive discussions concerning skilled trade openings throughout the Company. The Union expressed their desire to place all eligible skilled trades currently working production in a skilled trades' opening before making external hires. The Company shared concerns regarding the availability of skilled trades able to properly support manufacturing processes. To this end, the parties have agreed to the following:

- Within 120 Days of the effective date of the 2023~~19~~ UAW-GM National Agreement the National Parties, with the assistance of Local Apprentice Committees, will establish an application period for skilled trades employees that are currently working production to express their desire to receive an offer to fill skilled trades openings by submitting an application to their Local Apprentice Committees.
- Eligible employees will provide their preferences specific to their desired trade and location. The parties acknowledge that offers will be generated by the creation of a skilled trades opening or through discussions by the National Parties to place a JIT.
- "Matching trade" journeypersons, working in a production assignment, will be eligible to apply for skilled trades openings. Selection will be in accordance with Paragraph 152 and Appendix A of the UAW-GM National Agreement.
- The parties agree that former skilled trades employees who are currently working in production as Other than Skilled because of a flowback agreement, will be eligible for retraining

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DATE INITIALED: SEP 8 2023.

INITIALED BY PARTIES: MP MSY

opportunities into core skilled trades classifications, without any additional testing. These employees will be required to provide credentials and/or employment histories to validate their eligibility to their respective Local Apprentice Committees, who will forward the documentation to the National Parties.

- Eligible employees will be given up to two retraining offers. An internal (in-plant) offer and an offer within the area hire, provided the employee expressed interest in an area hire opportunity. Additionally, eligible employees who indicate a desire to retrain in an extended area facility, will be offered a retraining opportunity and may decline without penalty.
- If the internal and area hire offers are refused or an employee fails to submit an application by the date established by the National Parties, no further efforts will be made to return that employee to a skilled trades position.
- Internal (in-plant) offers for retraining to fill skilled trade openings will be made in accordance with appropriate provisions of the Local Seniority Agreement. Area hire and extended area hire offers, where applicable, will be made in accordance with the provisions of Appendix A.
- The National Parties are committed that the opportunities to return to a skilled trades position will not in any way have a negative impact on the Company's ability to operate its facilities in the most efficient manner possible. As such, in the event of an immediate need for a specific skill set, the National Parties will conduct an extensive review of the available employees' skills to determine if the skills available match the immediate needs. Should the skills required not be immediately available, the Company will exercise its Paragraph 8 right to hire.
- Where there are indications that one of these new skilled trades placements (matching trade or JIT) is failing to adequately perform the job assignments, the Local Apprentice Coordinator and the Chairperson of the Union members of the Local Apprentice Committee will develop a ninety (90) day improvement plan to be submitted to the National Parties. If there is no improvement, then the Local Apprentice Committee will escalate to the

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National Apprentice Committee for decision. Additionally, should an employee choose to no longer pursue the skilled trades opportunity, they will be allowed to return to production. In either case, when an employee leaves their retraining program at their home plant or within the area hire, they will return to production in their home plant. If the employee is an extended area hire, they will be returned to production in the current bargaining unit. The appropriate local seniority provisions will be applied in these situations.

- The parties agree that the following placement progression will be utilized in conjunction with the provisions of Appendix A, when offering opportunities to skilled working production.

General Motors Skilled Trades Contractual DOE

- 1st Matching Trade - **In Plant**
- 2nd Matching Trade - **Area Hire**
- 3rd Matching trade - **Extended Area Hire***
  *Offers extended on voluntary basis
  No Penalty for declined offers
- 4th Related Trade - **In Plant** (Doc #112 JIT)
- 5th Non-Related Trade - **In Plant** (Doc #63 JIT)
- 6th Related Trade - **Area Hire** (Doc #112 JIT)
- 7th Non-Related Trade - **Area Hire** (Doc #63 JIT)

Employees transferred thru special transfer agreements (e.g. SEHO & SEPO) with Skilled Credentials

- 8th Matching Trade - **In Plant**
- 9th Matching Trade - **Area Hire**
- 10th Matching trade - **Extended Area Hire***
  *Offers extended on voluntary basis
  No Penalty for declined offers
- 11th Related Trade - **In Plant** (Doc #112 JIT)
- 12th Non-Related Trade - **In Plant** (Doc #63 JIT)
- 13th Related Trade - **Area Hire** (Doc #112 JIT)
- 14th Non-Related Trade - **Area Hire** (Doc #63 JIT)

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This initiative will continue until former skilled trades journeypersons, as recognized above, currently working in a production assignment, as of the effective date of the 2023~~19~~ UAW-GM National Agreement, have been given the opportunities to be placed in a skilled trades position.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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DELETE

Doc. No. 87

COLA CALCULATION
GENERAL MOTORS LLC

October 25, 2015

Mr. Terry Dittes
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dittes:

This letter is to confirm certain agreements reached by General Motors Corporation and the International Union, UAW, regarding the calculation of the Cost of Living Allowance pursuant to Paragraphs (101)(d) through (101)(l) of the National Agreement.

The table in Paragraph (101)(h) has been constructed to provide that 1¢ adjustments in the Cost of Living Allowance shall become payable, sequentially, for each 0.08, 0.08, 0.08, 0.08, 0.08, and 0.09 change in the Index, and so forth, with that sequence of changes being repeated thereafter in the table so as to produce an average adjustment over time of 1¢ for each 0.08159 change in the Index.

If the Union claims that the Corporation's calculations in any particular instance were not made in accordance with the terms of this Letter of Understanding, it may pursue such claim in accordance with the provisions of Paragraph (55) of the new National Agreement.

Very truly yours,
D. Scott Sandefur
Vice President
GMNA Labor Relations

Attachment

[See Par. (101)(d),(101)(g),(101)(h)]
[See CSA #10]

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

DELETE

COLA CALCULATION

Attachment

ENGINEERING METHOD OF ROUNDING

The following rules of rounding shall apply to the determination of the Consumer Price Index:

1. If the leftmost of the digits discarded is less than 5, the preceding digit is not affected. For example, when rounding to four digits, 130.646 becomes 130.6.

2. If the leftmost of the digits discarded is greater than 5, or is 5 followed by digits not all of which are zero, the preceding digit is increased by one. For example, when rounding to four digits, 130.557 becomes 130.6.

3. If the leftmost of the digits discarded is 5, followed by zeros, the preceding digit is increased by one if it is odd and remains unchanged if it is even. The number is thus rounded in such a manner that the last digit retained is even. For example, when rounding to four digits, 130.5500 becomes 130.6 and 130.6500 becomes 130.6.

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OCT 3 1 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEY

Doc. No. 89

EMPLOYEE PLACEMENT SYSTEM – EXPENSES

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the Parties agreed that modifications to the Employee Placement System are necessary for proper administration of the National Agreement.

The Parties further discussed the need to provide access to the system by the International UAW Representatives assigned to the Employee Placement Section.

Expenses associated with the system (i.e., software, hardware) will be jointly submitted to the ~~Executive Board-Joint Activities~~ Board of Trustees of the UAW-GM Labor Management Committees Trust Fund for their approval.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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DATE INITIALED: SEP 26 2023

INITIALED BY PARTIES: MP MSY

~~Doc. No. 92~~

RATIFICATION LUMP SUM PAYMENT

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the parties agreed to provide a lump sum payment of ~~$11~~5,000 to each eligible employee who is represented by the Union. Such payment will 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;
- On temporary layoff status;
- ~~On Pre-Retirement Leave;~~
- On leave pursuant to Family and Medical Leave Act (Document 125);
- On one of the following leaves of absence which has not exceeded ninety (90) days as of the effective date of the Agreement:
  - Informal (Paragraph 103)
  - Formal (Paragraph 104)
  - Sickness and Accident (Paragraphs 106/108)
  - Military (Paragraphs 112 or 218a)
  - Educational (Paragraph 113);

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OCT 30 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEJ

- Employees, represented by the Union, otherwise eligible with retirements processed for an effective date of November 1, 2023~~19~~.

The parties additionally agreed to provide a lump sum payment of ~~$4,500~~ $5,000 to active Temporary employees who have worked at least ninety (90) days prior to the effective date of the Agreement who are represented by the Union. Such payment will be made in the second pay period following receipt by the Company of written notification of ratification of this Agreement.

In addition, should the International Union, UAW GM Department raise any question of equity in application regarding specific employees who are represented by the Union, the Company agrees to meet on such cases in order to review the facts.

As has been our practice with prior payments, the payment is conditioned solely on the membership's ratification of the Agreement and is paid to eligible employees in the above status whether or not they vote for ratification or perform any services for the Company.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 93

BEREAVEMENT VACATION WITH PAY

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the parties discussed the possibility of a death of an immediate family member as defined in Paragraph (218b) of the GM-UAW National Agreement occurring during a period in which an employee is on vacation time off with pay.

This confirms our understanding that if such circumstances occur where the employee has satisfied the requirements of Paragraph (218b), the employee will be entitled to three additional days, or five additional days in the case of the death of an employee's current spouse, parent, current spouse's parent, child, grandchild, or stepchild, of vacation time off during the employee's vacation eligibility year. If an employee does not use these days by the employee's next vacation eligibility date, the employee shall be compensated for these days at a rate of pay established in accordance with Paragraph (193a) of the GM-UAW National Agreement. Recovery of overpayments made pursuant to this understanding will be made in accordance with Paragraph (202g).

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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DATE INITIALED: SEP 1 1 2023

INITIALED BY PARTIES: MP MEG

Doc. No. 99

GM POLICY REGARDING ANTI-HARASSMENT

GENERAL MOTORS LLC

~~**October 16, 2019**~~

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

The following is partial text from ~~of~~ the current General Motors written and published policy ~~of General Motors~~ regarding anti-harassment. General Motors' full Policy Prohibiting Discrimination and Anti-Harassment is available in GM's U.S. HR Policy along with California and New York supplements.

~~"General Motors maintains a written and widely distributed policy on Equal Opportunity Employment, including the prohibition of harassment. Harassment, based on age, race, color, sex, religion, national origin, disability, sexual orientation, or gender identity/expression is a violation of this policy."~~

~~"All employees are expected to deal fairly and honestly with one another to ensure a work environment free of intimidation and harassment. Abuse of the dignity of anyone, through ethnic, racist, religious or sexist slurs or other derogatory or objectionable conduct, is offensive and unacceptable behavior. This policy also prohibits unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature."~~

~~"All employees are entitled to a work environment in which words and actions do not have even the appearance of disrespect. Demeaning, disrespectful, or insensitive jokes, cartoons, pictures, language (particularly if they relate to race, sex, age, ethnicity, religion, national origin, disability, sexual orientation, or gender identity/expression) are inappropriate for the GM work environment. Likewise, lewd, vulgar, or profane gestures, and unwanted touching may be offensive and~~

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INITIALED BY PARTIES: MP MEJ

~~may result in an uncomfortable or hostile work environment. These types of conduct will not be tolerated in the workplace. GM's facilities must be free of hostility resulting from sexually oriented and other prohibited behaviors. It is the responsibility of management and each employee to maintain an environment free of disrespect and hostility."~~

~~"As in the case of other unfair employment practices, if you believe you have been subjected to harassment or conduct that violates this policy, you may bring your concerns to the attention of your immediate supervisor, personnel director, equal employment opportunity (EEO) or human resources (HR) representative, or you may utilize appropriate and existing internal complaint procedures. If you are a union represented employee and would rather address your concerns with a union representative, that action is appropriate and understandable. However, such action will not necessarily result in notification to GM management of your concern or appropriate corrective action."~~
"GM does not tolerate and prohibits discrimination or harassment of or against our job applicants, contractors, interns, volunteers, or employees by any employee, supervisor, vendor, customer, or third party based on an individual's protected characteristics. Non-disclosure Agreements & Arbitration Agreements do not prevent reporting of discrimination or harassment claims."

"For purposes of this policy, 'protected characteristics' include an individual's actual or perceived race, color, creed, religion, national origin, ancestry, citizenship, immigration status, age, sex or gender [...], gender identity or gender expression, sexual orientation, [...], physical or mental disability, protected medical condition as defined by applicable state or local law, genetic information, or any other characteristic protected by applicable federal, state, or local laws and ordinances."

"Union-represented employees may choose to raise such concerns to their union representatives. This is appropriate and understandable; however, such action will not necessarily result in notification to GM management of your concern so it is important to ensure the concerns are also reported using established company channels so GM can investigate and take appropriate corrective action."

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General Motors and the UAW are in agreement that complaints of harassment should be dealt with promptly and fairly under existing internal procedures as provided under Paragraph (6a) of the National Agreement.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Preface, Par. (6a),(63),(76),(77)]
[See Doc. 30,31,32,33]

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DELETE

Doc. No. 101

COLA CALCULATION CONVERSION

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

October 25, 2015

Mr. D. Scott Sandefur
Vice President
GMNA Labor Relations
General Motors Corporation
30009 Van Dyke Avenue
Warren, Michigan 48090

Dear Mr. Sandefur:

During these negotiations, the parties discussed the relationship between the employee paid health care benefits received by UAW-General Motors employees and the general cost of living. As a result of these discussions, the parties agreed to base future cost of living adjustments on the Consumer Price Index for Urban Wage Earners and Clerical Workers (current series, CPI-W, for all items less medical care, not seasonally adjusted, United States City Average), as published by the Bureau of Labor Statistics (1982 – 1984 = 100). This will become the new Index.

This letter is to confirm that the changes to Paragraphs (101)(f), (101)(g), and (101)(h) of the 2003 National Agreement and to Document No. 87, the letter of understanding on COLA calculation required for the conversion to the new Index, are intended to maintain the same mathematical wage replacement ratio as existed for the May – July 2003 quarter.

In this regard, it is our intention to construct cost of living adjustment tables in the following manner:

Tables shall be based on a new formula value that bears the same relationship to the May-June-July 2003 average for the new Index that the previous formula value of 0.25 bears to the May-June-July 2003 average for the all items CPI-W

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on the 1967 base. This yields a new formula of a one cent adjustment for each 0.08159 change in the new Index.

New adjustment brackets will be taken to two decimal places and will follow a repeating cycle of .08, .08, .08, .08, .08, .09, .08, .08, .08, .08, .08, .09, etc.

Very truly yours,

Terry Dittes
Vice President and Director
UAW General Motors Department

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Doc. No. 105

HEALTH & SAFETY REPRESENTATIVES ROLE AND RESPONSIBILITY

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations, the parties discussed at length the role and responsibility of the Local Joint Health and Safety Committee. The parties agreed that the role and responsibility of the Local Committee is primarily to serve as a technical resource and consulting team to the local Management and Union in matters regarding employee health and safety. In the performance of its role, the Local Joint Health and Safety Committee should coordinate joint activities directly related to employee health and safety and prevention of occupational injuries and illnesses. Among these activities are job related health and safety training, hazard communication, industrial hygiene technician - joint ergonomic technician sampling and ergonomics. Hourly employees assigned to perform joint health and safety activities shall be appointed by the Union.

In recognition of the desirability of maintaining the professional standards established for employees assigned to health and safety activities, the National Joint Committee will establish a system to encourage and recognize the professional development of joint local health and safety representatives and other employees assigned to such activities. Approved training from outside sources will be funded by the ~~National Joint Committee~~Board of Trustees UAW-GM Labor Management Committees Trust.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MEY

[See Doc. 7,Sec.III,Sec.VI; 46]

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Doc. No. 106

JOINT LEARNING CENTERS – TRAINING IN PLANT

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations the parties discussed the continued need for educational opportunities and training for employees, their spouses, and retirees through existing in-plant or other dedicated, accessible, and adequate facilities approved by the Local Joint Activities Committee. The parties agreed that maintaining an environment that encourages continuous learning has a positive impact on the Company, the Union, and the community at large. Sustaining a continuous learning environment that supports the needs of the business and the individual goals of the workforce requires a new and creative approach to educational and training opportunities. In this regard, it was agreed that the UAW-GM Joint Skill Development and Training Committee ~~upon approval of~~through the Board of Trustees of the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund would continue to provide learning opportunities for employees, their spouses and retirees through each plant's Joint Learning Center.

Joint Learning Centers will offer a variety of classes using traditional methods along with the latest in self-paced learning technologies that focus on advancing skills directly applicable to the workplace, the acquisition of pre-requisite skills for workplace advancement, and skill preparation for a college program. It was agreed that the Joint Learning Centers will offer educational opportunities in the following areas:

- Technical Skills: Provides basic technical skills commonly used in the workplace and includes

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topics such as reading comprehension, spatial relations, basic blueprint reading, technical mathematics, etc.

- Communication Skills: Provides educational opportunities to ensure effective communication skills in the area of active listening, workplace writing, technical writing, presentation development and delivery.

- Computer Applications: Provides basic computer skills commonly used in the workplace such as computer fundamentals, software applications, keyboarding, internet navigation, etc.

Additionally, referral information for various community educational programs will be provided when in-house offerings do not meet personal educational needs of individuals. Adult Basic Education, High School Completion, English as a Second Language, and General Education Development will be covered under the provisions of the Tuition Assistance Program.

The Board of Trustees of the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund, will make available the necessary funding to operate the Joint Learning Center program as outlined in the agreed upon Joint Learning Center Funding Footprint in coordination with the UAW-GM ~~National~~ Joint Skill Development and Training Committee. Each UAW-GM location will be allocated annual funds to support Joint Learning Center operations based upon active plant population. Plants must submit Joint Learning Center plans by November 1 for approval in the following year. Hardware, software, training materials, and contracted instructional services used at the Joint Learning Centers are subject to approval by the UAW-GM Joint Skill Development and Training Committee.

The UAW-GM Joint Skill Development and Training Committee will be responsible for developing and disseminating curricula and program guidelines used to locally administer Joint Learning Center activities. Annual contracts with a Local Educational Agency for full or part-time instruction will not be permitted. Individual training courses that require instruction by an outside educational provider will require prior approval by the Board of Trustees of the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund on a course-by-course basis.

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Curriculum will be jointly developed by the Local Joint Training Representatives and approved by the Local Joint Activities Committee. Local parties will focus Learning Center use and curriculum decisions to support individual's training/educational needs. The Local Joint Activities Committee will determine and approve available project staff hours, hours of operations, and after-hours access to the Joint Learning Centers. In addition, these facilities may be used for other appropriate training when approved by the Local Joint Activities Committee.

If a plant constituting a local bargaining unit is scheduled to be idled or closed, the local parties will notify the Board of Trustees of the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund of their proposed plan to alter services for participants enrolled in the plant's Joint Learning Center.

The program will be jointly administered by the UAW-GM Joint Skill Development and Training Committee. Funding for this program will be provided through the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund which will determine total annual funding and expenditures for this program.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 108

WORK/FAMILY PROGRAM

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During current negotiations, the parties reaffirmed their commitment to Work/Family Programs to establish and support services to help workers balance their work and personal responsibilities. In support of this commitment, the parties agreed to continue to have discussions regarding the future of Child Care initiatives to include creative, cost effective alternatives as approved by the ~~Executive Board - Joint Activities~~ Board of Trustees of the UAW-GM Labor Management Committees Trust Fund or the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MSY

Doc. No. 109

PRE AND POST RETIREMENT PROGRAM

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

This will confirm our understanding that the parties have agreed to continue their support of the Pre/Post-Retirement Program. In this regard the parties have discussed at length the Union's concerns relative to the availability and participation of both Management and Union personnel involved in the preparation and implementation of the Program. The parties renewed their commitment to continue to provide the necessary resources for marketing, training, preparation and implementing the Program. Following these negotiations, joint efforts will be required to explore and analyze the various options available in order to address these concerns. It was agreed that Pre/Post Retirement information will be included in the new hire orientation materials with continuing an emphasis on encouraging all employees on the necessity of safeguarding their financial future. Additionally, the Pre/Post Retirement materials will continue to be made available online. Any problems coordinating the scheduling/facilitating of pre-retirement sessions should be raised with Local Leadership, if unresolved, can be escalated to ~~Executive Board—Joint Activities~~ Board of Trustees of the UAW-GM Labor Management Committees Trust Fund.

The expenditures for this program are referenced in the Memorandum of Understanding-Joint Activities.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MEY

[See Memo-Joint Activities]

Doc. No. 110

DISLOCATED WORKERS
(PRE-POST LAYOFF SERVICES AND ORIENTATION)

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the course of national negotiations, the parties discussed the type and extent of services available to UAW-GM employees who face indefinite layoffs.

In cases involving employees facing indefinite layoffs where recall or future GM placement is unlikely, the parties agreed that efforts will include pre-layoff meetings not to exceed 24 hours in which topics developed by the ~~Executive Board—Joint Activities~~ Board of Trustees of the UAW-GM Labor Management Committees Trust Fund and/or Board of Trustees of the UAW-GM Voluntary Employee's Beneficiary Association Trust Fund such as the following, will be covered during working hours on or before the employees' last day worked:

- State of the Business, Local Perspective
- Contractual Rights and Responsibilities
- Benefits (services, entitlements and continuation)
- Unemployment Compensation
- Money Management
- Community Services
- Employee Assistance Program
- Tuition Assistance
- Training and Outplacement
- Relocation and Placement Assistance within GM
- Veterans Services
- Legal Services

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The GM Labor Staff will notify the UAW-GM Joint Skill Development and Training Committee~~National Parties~~ as

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INITIALED BY PARTIES: MP MZ4

soon as practicable but no later than 60 days prior to such layoffs.

Post layoff services will continue to be made available to laid off employees through Joint Learning Centers or other local agencies designated by the ~~Executive Board - Joint Activities~~ Board of Trustees of the UAW-GM Labor Management Committees Trust Fund and/or Board of Trustees of the UAW-GM Voluntary Employee's Beneficiary Association Trust Fund.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Memo-Joint Activities]

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Doc. No. 114

EAP – EARLY INTERVENTION

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the parties discussed and noted that in many instances the early indicators of an employee suffering from medical and personal problems such as those associated with substance abuse, for example, are manifested in disciplinary situations involving violations of the Shop Rules. In those initial stages it is generally the first line supervisor and the district committeeperson who are first exposed to the potential of such underlying causes behind employee behavioral ~~problems~~issues.

The parties recognize the importance of proactive measures in identifying and addressing employee behavioral issues. To support this objective, the UAW-GM Joint Work/Family Committee of the LMC Trust will develop training and/or awareness resources to enhance the knowledge of leadership in recognizing early indicators that may contribute to behavioral issues.

The awareness resource material may include, but not be limited to, early intervention signs and symptoms, mental health awareness and identifying behaviors. The UAW-GM Joint Work/Family Committee of the LMC Trust will jointly agree upon the format, timing, delivery and tracking of such resources. The Local UAW-GM Work/Family Committee will be T3 trained to share this material as deemed necessary and appropriate.

Although the parties acknowledge Management's responsibility to maintain discipline and to invoke disciplinary measures where violations of the Shop Rules occur, it is also recognized that local management and

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INITIALED BY PARTIES: MP MEG

union representatives at all levels are necessarily charged with the responsibility to exercise their best efforts toward the objective of early identification of employees whose behavioral ~~problems~~issues may be linked to medical and personal causes and to strongly encourage them to seek assistance. In many cases this could be accomplished through referral to the local Work/Family Program Committee.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations
[See Doc. 39]

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Doc. No. 120

OUTSOURCING MORATORIUM

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

For the term of the new collective bargaining agreement there will be an Outsourcing Moratorium for any work currently being performed by bargaining unit employees. There are no exceptions to this Moratorium beyond those described in this document.

Outsourcing as used herein means the sourcing of work protected by the Moratorium from UAW-GM locations to non-UAW-GM locations, unless otherwise noted in Appendix L. For purposes of this moratorium, outsourcing does not include temporary outsourcing which is described in Appendix L.

The parties agree that the Outsourcing Moratorium applies to work currently being done at UAW-GM locations as of the effective date of this Agreement, and that current work will continue to be Moratorium protected for the lifecycle of that product even if the lifecycle end is beyond the expiration of this Agreement. Work included in such protection ~~is~~includes, ~~-~~but is not limited to, Assembly, Stamping, Propulsion and CCA. The understandings for Component Facilities (GMCH) ~~-~~are described below. The Outsourcing Moratorium will also apply to the lifecycle of ~~the next generation of current~~ products that are ~~produced~~ already announced per the 2023 investment letter in UAW-GM locations ~~-~~as of the effective date of this Agreement, and those announced during the life of the 2023 Agreement~~, even if that next generation of the current product begins its Start of Regular Production beyond the expiration of this Agreement~~. The parties agree that a

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change in program name will not alter the commitments made in this moratorium.

The Parties recognize ~~an~~ the following exceptions to the provisions of the above paragraphs:

- ~~The A110 program currently produced in Orion Assembly and any fabricated parts, propulsion systems, castings and components associated with it that are produced at UAW-GM locations will be exempt from the terms of the Moratorium as previously agreed between the Parties.~~
- ~~Arlington: prior outsourcing decisions related to T1 headliner and rear axles (the Company will also fulfill remaining insourcing obligations related to those decisions).~~

  ~~Bowling Green: prior outsourcing decisions related to future program balancing (the Company will also fulfill remaining insourcing obligations related to those decisions).~~
- The S233 program announced to be produced in Spring Hill Assembly and any fabricated parts, propulsion systems, castings and components associated with it that are produced at UAW-GM locations will be exempt from the terms of the Moratorium as previously agreed between the Parties.

If the above program exception is reallocated, the parties agree that the associated investment letter will be re-opened for discussion and resolveution.

~~Any new (non-defending) products that begin production under the terms of this Agreement will be protected by the Moratorium for the lifecycle of that product.~~

Any new (non-defending) products that begin production following the expiration of this Agreement including vehicles and associated work such as subassemblies, fabricated parts, propulsion systems, castings and components as well as any subsequent generations or iterations of such products will not be subject to the provisions of the Outsourcing Moratorium. However, the parties will discuss including outsourcing protection of these products in the Outsourcing Moratorium during the 2023~~8~~ National Negotiations.

With regard to GMCH, it is understood that the Moratorium on Outsourcing will include current product

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being produced, as well as products already announced, both as of the effective date of this agreement and those announced during the life of the 2023 Agreement at GMCH Grand Rapids, GMCH Lockport, GMCH Rochester and GMCH Kokomo, pursuant to the following understandings:

a. GM must be the Sourcing Authority for the product and the product must be consumed in a UAW-GM customer plant

b. GMCH must have the engineering and Intellectual Property (IP) necessary to adjust as needed to any interim engineering changes in the current product. If they do not, the Moratorium in that instance will be waived

c. The Moratorium at GMCH will apply for the life of the current parts produced at the covered GMCH locations, provided the conditions stated in "a." and "b.", above are met. This will apply even if the part life extends beyond the expiration of the 2023~~19~~ Agreement

d. Any parts for the next generation of current vehicle or propulsion programs that are awarded to GMCH via the Engineering or Purchasing processes will also be covered by the Moratorium for the life of that part, provided the conditions stated in "a." and "b.", above, are met

e. It is understood that sourcing decisions made prior to the effective date of the 2023~~19~~ Agreement will remain as decided

During these negotiations, the parties discussed the Company's concern regarding certain infrequent circumstances as outlined in the Sourcing Criteria paragraph contained within Document 16 attached to this agreement, that may arise with respect to current and ~~next generation~~ announced work that could potentially create a financial burden on the Company if it did not have the flexibility to adjust the sourcing pattern of any Moratorium protected work. In understanding the Company's concern, the Union agrees that in the event that the Company considers outsourcing of current generation work, the Company will review the reasons with both the Local and International Union in advance and will consider any suggestions that are made relative to how resourcing might be avoided. If resourcing remains the necessary action, the Company will identify replacement work in order to comply with the spirit and intent of the Moratorium. The

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replacement work will consist of no less than 1.5X the impacted manpower unless mutually agreed otherwise. The Company will make every effort to place the replacement work first in the plant currently performing the work to be resourced, next to other plants in that Area Hire (if any) and finally, to any other UAW-GM location. This sequence will also apply to situations covered by the next paragraph.

The Parties also discussed the occasional need to adjust existing sourcing patterns when protected UAW-built programs experience the process of change from current generation to next generation. These pattern changes can be the result of many different factors, including but not limited to; engineering change, type of materials used, processing sequence, floor space availability, etc. In these situations, the Company will have the ability to establish a new sourcing pattern provided that replacment work is identified and insourced. This will be accomplished by the use of identifying replacement work in a ratio of no less than 1.5X. Additionally, the parties agree that when products are transferred between UAW-GM locations, the Moratorium rules will be applied based on the sourcing pattern existing at the receiving plant location. The Company will not outsource Moratorium protected work based on past memoranda unless that work was specifically discussed between the parties during these negotiations.

In the event the Company violates the commitments set forth in this letter, the Union has the right to strike after utilizing the bargaining procedure provided in Paragraph (117).

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 121

ADAPT PROGRAM

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the parties discussed the ADAPT Program (Accommodating DisAbled People in Transition). The parties agree to use their best efforts jointly to achieve the objectives of the ADAPT Program. The parties agree this process was designed to enable employees with disabilities to be considered for opportunities to be retained at work or returned to work from a sick leave or worker's compensation leave and be placed on jobs within their physical restrictions, while complying with applicable provisions of the local and National Agreements. The parties agree that documentation and confidentiality are cornerstones for the successful implementation of the ADAPT Program at the local level. It is understood that the local ADAPT Representatives are responsible for maintaining all information regarding the local ADAPT Program. Information contained in the ADAPT file will be limited to the ADAPT Team (UAW Document No. 46 and Management ADAPT Representatives), unless released by signed authorization of the employee, or information is relevant to the Union's or Company's defense against claims, charges, grievances, or litigation.

Furthermore, it is understood that although the ADAPT Program is a voluntary Program, each UAW represented employee with a restriction written by the plant medical department will view a video presentation describing the ADAPT Program. At the conclusion of the ADAPT video, the employee ~~may~~ shall complete an ADAPT Program entry form and submit the form to ADAPT. ~~or waive the right to participate in the ADAPT Program. Employees electing to complete the ADAPT Program entry form will~~

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DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP MEY

~~be directed to ADAPT for entrance into the program.~~ Employees will remain in their current status until such time that the employee has been processed through the Program, placed on disability leave or deemed as "No Job Available Within Restriction" (NJAWR) signed jointly by the local ADAPT Representatives.

The process will be administered at the plant level in accordance with existing National Guidelines.

The parties acknowledged that the proper implementation of the ADAPT Program has successfully provided the mechanism for thousands of UAW-GM employees with restrictions or disabilities an opportunity to be either retained at work or return to work on meaningful jobs. Each step of the current UAW-GM ADAPT 6 Step process as defined in the ADAPT Implementation guide is to be followed. Any changes deemed necessary and appropriate to the UAW-GM ADAPT 6 step process will be jointly agreed upon by the UAW-GM Joint ADAPT Committee of the LMC Trust prior to implementation. It was agreed that emphasis must be placed on Step 3 (Conduct Job Search) of the 6 Step ADAPT process focusing on job modifications. Upon findings that reasonable accommodation cannot be made to the employee's normal job (pursuant with the Local Seniority Agreement) or modification to that job will cause an undue hardship to the Company, local Management will provide in writing a statement of unreasonable accommodation or a statement of undue hardship for the employee's ADAPT file. The ~~National Parties~~ UAW-GM Joint ADAPT Committee of the LMC Trust will develop a formal process to review these written statements. It was reaffirmed that members of the local ADAPT Committee (consisting of Key 4 and ADAPT Team), both Management and Union, are responsible for the successful implementation of the Program at their location. This is accomplished by taking an active role and by assigning and maintaining the necessary resources to administer the Program to meet the requirements of the local and National Agreements. Therefore, it is the responsibility of the Key 4 at each UAW-GM location to ensure that each plant establish, as a requirement of the ADAPT Program, a Disability Team consisting of the following:

- UAW Document No. 46 ADAPT Representative

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- Management ADAPT Representative (not to function as the Medical Representative or Key 4 member)

- Medical Representative (not to function as the Management ADAPT Representative)

It was further agreed that Disability Team meetings will take place on a weekly basis. Documentation of the Disability Team meeting will be submitted to the Key 4 when requested.

A joint review process (consisting of both Union and Management inclusive of, but not limited to, the UAW ADAPT Representative and Management ADAPT Representative) will be implemented at each UAW-represented facility. The objective of this review committee is to identify work that can be performed by its UAW represented workforce with restrictions and/or disabilities (for periods of 90 days or less).

In addition, other resources identified in the current UAW-GM ADAPT Training manuals, implementation guide and newly developed online training will be allocated to the local ADAPT Representatives.

The National Parties also held extensive discussions involving the need to review and evaluate opportunities, reduce redundancies, streamline processes, apply flexibility where appropriate, and utilize current technologies to ensure continuous improvement of the recently enhanced ADAPT Program.

In addition, the parties agreed a further emphasis must be placed on making employees, both hourly and salary, aware of the ADAPT Program and the opportunities it provides for accommodating people with disabilities. This will be accomplished through materials provided by the ~~National Parties~~ UAW-GM Joint ADAPT Committee of the LMC Trust to be shared at team meetings and venues like joint leadership meetings, or Plant Safety Review Board meetings and provided to new employees during New Hire Orientation. To further ensure an employee's awareness of the Program, the plant will also provide awareness information through in-plant communications via videos, newsletters, etc.

The ~~Nation al Parties~~ UAW-GM Joint ADAPT Committee of the LMC Trust will continue to monitor the Program and

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provide guidance and training. Furthermore, it was agreed that an ADAPT Basic Training certification process will be established by the ~~National Parties~~ UAW-GM Joint ADAPT Committee of the LMC Trust for the local Union and Management ADAPT Representatives, and Medical Representatives. This will be accomplished by the development of a new training curriculum for local ADAPT Representatives and by recurrent training, upon agreement by the ~~Executive Board — Joint Activities~~ Board of Trustees of the UAW-GM Labor Management Committees Trust Fund~~.~~ Additionally, it is mandatory that all Disability Team members participate in ~~the initial~~ ADAPT training unless otherwise determined by the UAW-GM Joint ADAPT Committee of the LMC Trust. An updated ADAPT online training will also be made available.

Problems not resolved by the Key 4 at the plant level, will be communicated to the ~~National Parties~~ UAW-GM Joint ADAPT Committee of the LMC Trust in writing for resolution using the process outlined in the current ADAPT Training manual and implementation guide.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Par. (6a),(46),(63),(72)]
[See App. A]

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Doc. No. 123

JOINT ACTIVITIES FUNDING

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

We have managed to find common ground on many of the issues involved in these negotiations. Nowhere has that been more evident than in our mutual treatment of issues involving education and training and other programs of joint interest to better our employees and enhance their job security by strengthening the competitive position of General Motors. Our deliberations in this area are in step with congressional and private sector initiatives toward a new era of cooperative labor relations.

In this regard, cooperative labor relations with respect to the joint arena can be accomplished only when activities are jointly approved, developed, implemented, monitored, and evaluated. Furthermore, decisions must be arrived in a setting which is characterized by the parties working together in an atmosphere of trust; making mutual decisions at all levels of administration which respect the concerns and interests of the parties involved; sharing responsibility for the problem solving process; and sharing the rewards of common goals.

In these negotiations, we have agreed to a Memorandum of Understanding – Joint Activities that establishes a new structure for funding our joint programs in a manner that reflects the parties' commitment to sound oversight, governance and accountability, including strict financial controls. We will continue to ensure that the projects, programs and events which are supported in whole or in part with these funds provided through the Board of Trustees and of the UAW-GM Labor Management Committees Trust Fund and/or the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund do in fact

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INITIALED BY PARTIES: MR MEY

keep us communicating on all levels, consistent with the objectives set forth above.

We agree these funds will continue to be used to help solve mutual problems which may not be collective bargaining problems. They will continue to be used to make General Motors and its employees more competitive in a global economy. In this regard, we jointly sponsor conferences, workshops, seminars and meetings to promote cooperative efforts on related subjects, and where appropriate, invite academic, professional, government, labor and industry representatives to attend and participate. In addition, we understand that while this funding is intended for education, training and development of UAW bargaining unit employees, there are situations where it will be natural for some salaried employees to receive the same training or participate in the same program where doing so is consistent with the Trust Documents created pursuant to the Memorandum of Understanding – Joint Activities. Expenses for non-bargaining unit employees may be funded provided the applicable Board of Trustees agree.

Further, the jointly sponsored projects, programs and activities are designed to promote public awareness of General Motors products (including the quality and reliability of such products), General Motors workforce and its role in producing high quality products, and the relationship between General Motors and the collective bargaining representatives for General Motors employees.

We also recognize that as representatives of organizations such as the UAW and General Motors, which are viewed by most as key to the vibrancy of many local economies and the national economy, we are expected to be responsible citizens and caring neighbors. Therefore, we have supported research projects or efforts by other training, educational or cultural institutions which through education and exposure promote our goals of labor and management cooperation in the workplace.

We have pledged that this ~~ese joint funds~~joint activities funding will continue to be used to enhance all our employees' involvement in, and appreciation for, decisions that affect their lives. ~~We look to the UAW's continued cooperation in that regard in~~ Together, the UAW and GM will jointly continue to identify, develop, and deliver ~~identifying and developing with us~~ meaningful projects

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which will assist their members, and our employees, in reaching that objective.

The parties further agree that new programs and activities designed to enhance the welfare and job security of UAW-represented employees may be funded by the Board of Trustees of the UAW-GM Labor Management Committees Trust Fund and/or the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund, under the provisions of the Memorandum of Understanding Joint Activities contained in the 2023~~19~~ Agreement between General Motors Corporation and the UAW.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

[See Memo–Joint Activities]

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Doc. No. 126

PROCEDURE TO CORRECT PAY SHORTAGES

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations, the parties had lengthy discussions regarding employee pay. Management recognizes the importance of accurate and timely payment to employees.

As such, ~~T~~this ~~will~~ confirms the Company's commitment to ~~our understanding that, the following procedure for~~ correcting pay shortages due to Management error, of four (4.0) pay hours or more, ~~will continue.~~ It is further understood that all local agreements regarding this subject are rendered null and void.

- Upon employee request, Management will submit pay shortage information into the Payroll System by the end of the shift.
- The payment will be prepared with the employee's normal tax deductions.
- ~~The payment will be available to the employee at the plant by the end of the next workday (excluding weekends and holidays).~~
- The payment will be available via Electronic Fund Transfer (EFT) into the employee's account identified in the payroll system unless the employee requests that their payment be made available by end of the next workday, excluding weekends and holidays, utilizing payroll methods determined by Management (e.g., Paycard, etc.).

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SEP 2 2023

DATE INITIALED:

INITIALED BY PARTIES: MEJ MP

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 127

ENGINEERED NANOMATERIALS

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations, the parties considered the issues and concerns regarding the health and safety of workers exposed to engineered nanomaterials in the workplace. Consistent with parties' joint commitment to providing team members a safe workplace, the parties discussed the uncertainties, and emerging body of knowledge pertaining to engineered nanomaterials. Each party affirmed the importance of timely hazard communication and addressing known risks, if any, early in the production process. Recognizing the need for ongoing studies of engineered nanomaterials, the parties jointly commit to continue efforts to address hazards, including developing methods to assess and control exposures, if any to engineered nanomaterials. To facilitate the joint parties' better knowledge and understanding of information regarding nanotechnologies, joint participation in related industry working groups or other related research or academic programs may also be appropriate, subject to approval by the NJC.

GM reaffirms its commitment to continued participation in joint efforts to better understand, identify, and address potential safety and health issues, if any, associated with engineered nanomaterials in the workplace. Based on the findings of these investigations, if warranted, the IH Subcommittee will submit a proposal to the NJC to set up an OHAB panel for the purpose of discussing the findings from our internal studies and to develop a Request for Proposal (RFP) that addresses engineering controls, hazard recognition, routes of exposure, personal protective equipment and industrial hygiene sampling techniques.

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Consistent with the priority GM has placed on employee health and safety, GM will continue to seek to identify any chemical materials and parts containing engineered nanomaterials whose handling, while processing, may create a hazard, e.g., grinding, sanding or spraying. To the extent hazards are identified, such information will be shared with the UAW-GM IH Subcommittee as it becomes available. Where known hazards, if any are identified, GM will inform affected employees and the NJC, as soon as practicable, of known risks and symptoms of exposure and methods of protection related to the identified materials or processes. With respect to joint efforts relating to identification of known hazards relating to engineered nanomaterials, where such hazards are identified, formal progress reports will be shared with the NJC on a quarterly basis, if not sooner. If determined to be appropriate or necessary by the NJC, training programs for engineered nanomaterial hazard recognition, control methods and sampling techniques will be delivered as part of regularly scheduled health and safety training, to appointed UAW IH Technicians and Safety Representatives within the first twenty four months of this contract period.

The ~~joint parties~~NJC will work to draft a UAW-GM Audit Technical Standard addressing exposure assessment and control of engineered nanomaterials within twelve months and, thereafter, revised as needed, when new information becomes available. Once developed, the parties will discuss implementation of the standard.

Based on these efforts, to the extent the ~~National Joint Parties~~NJC agrees necessary or appropriate, exposure assessments will be conducted jointly by GM Industrial Hygiene and UAW appointed IH Technicians with oversight provided by the UAW-GM IH Subcommittee.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 132

TRANSITION CENTERS

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the current negotiations, the parties discussed the need for joint programs to be made available to employees who are in transition centers as a result of a plant closing or a reduction in the workforce where recall or future GM placement is unlikely.- Specifically, the discussions included programs as follows:- Basic Skill Enhancement, College/Vocational Skill Enhancement, Financial Planning, Pre/Post-Retirement, Employability Skills and Layoff Services.

It was agreed that where a transition center(s) is jointly established, the Local Joint Activities Committee with the assistance of the ~~-National Parties~~UAW-GM Joint Skill Development and Training Committee, the Board of Trustees of the- UAW-GM Labor Management Committees Trust Fund and/or the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund will develop a plan for the implementation of joint programs –based on input obtained from the respective Group/Division Labor Relations Director and UAW-GM Department Servicing Representative.- Thereafter, a transition team will be formed to implement the plan.

Upon approval of the plan, the transition team will organize and administer the joint programs through the Transition Center.- The transition team will be trained as directed by the Board of Trustees of the UAW-GM Labor Management Committees Trust Fund and/or the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund and/or their designated representatives.

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Costs for these programs will be provided through government funding, if available, and/or pursuant to the Trust Documents created in accordance with the Memorandum of Understanding – Joint Activities, where appropriate.

The need for these joint programs at transition centers will be reviewed by the Board of Trustees of the UAW-GM Labor Management Committees Trust Fund and/or the UAW-GM Voluntary Employees' Beneficiary Association Trust Fund on an on-going basis.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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Doc. No. 143

IMPLEMENTATION OF PARAGRAPH (76a)

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations, the parties had lengthy discussions regarding the implementation of Paragraph (76a) of the National Agreement and investigations related to such disciplinary interviews. Management reaffirms its commitment to allow employees the opportunity to answer the charges for which discipline is being considered.

The Union asserted that Management was repeatedly suspending employees without providing them with the opportunity to answer the charges that gave rise to the situation for which discipline was being considered. Management responded that the intent of Paragraph (76a) was to provide for this opportunity except in those cases where the employee being interviewed were either unavailable or incapable (physically or emotionally) to effectively respond to the charges. Accordingly, the parties reaffirm the importance of communicating pertinent information to the Union on which Management has relied when issuing a suspension. Timely resolution of investigations is the mutual objective of the National Parties, therefore when an investigation involving a suspended employee extends beyond a reasonable period of time, the local parties may refer the issue to the National Parties. Relative to represented employees, where discipline is being contemplated, the Company is committed to keeping the Union up to date regularly on the status of ongoing investigations.

The National pParties ~~also~~ recognize the impact that multiple Paragraph (76a) interviews can have on employees and commits to working toward reducing the need for multiple interviews where possible. However, it is

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recognized that more than one interview pursuant to Paragraph (76a) may be appropriate or necessary, including where additional facts or information has been discovered.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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NEW

Paid Parental Leave

GENERAL MOTORS LLC

DATE

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations, the parties discussed Paid Parental Leave (PPL). As such effective January 1, 2024, employees may be eligible for up to two (2) work weeks of paid time off to bond with a child who has been added to the employee's family via birth (including through surrogacy), or placement through adoption or foster care.

Employees must meet the following criteria to be eligible:

- Regular active employee with one (1) year of seniority
- Worked at least 1,250 hours during the twelve (12) consecutive months prior to the date the leave begins

PPL Administration Guidelines are as follows:

- Employees are required to submit an application thirty (30) days in advance of the date the leave would begin and provide documentation establishing the employee's need and eligibility, unless there are extenuating circumstances, in which case the application and supporting documentation must be submitted as soon as practicable
- Failure to provide proper notice and documentation within fifteen (15) calendar days of a request for leave will result in the denial of such leave, unless despite good faith efforts,

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notice and documentation could not be provided within the established time frame

- PPL must be taken within a year of birth or placement of the child
- Employees may request leave for up to a maximum of two (2) normally scheduled work weeks (excluding pay for weekends)
    - PPL must be taken in one-week increments
    - Company holidays that occur during a week when an employee is taking PPL will not extend the employee's total PPL entitlement
- Each eligible employee may use PPL no more than two (2) times per calendar year, and each time must be for a separate qualifying birth or placement event
- The birth or placement of multiple children at the same time qualifies as one event for which an eligible employee may take up to two (2) weeks of PPL
- PPL is only available for the placement of a child through adoption or foster care who is under the age of 18 or age 18 or older and incapable of self-care because of a mental or physical disability
- PPL and FMLA leaves will run concurrently
- Retroactive PPL claims will not be allowed
- PPL will be compensated at 100% of the employee's regular base wages (e.g., excluding premiums, allowances, overtime, etc.)
- Health care, life insurance and disability coverages will remain in effect during the leave
- PPL weeks will not be taken into consideration for Personal Savings Plan contributions, Profit Sharing payments, weeks worked for in progression, or vacation payout calculations
- In the event an employee is eligible for state paid leave benefits, the employee's PPL amount will be offset by such state paid leave benefits, where allowed by law
    - Total compensation the employee receives through both leaves cannot exceed the employee's regular base wages for the week

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Employees may make application by contacting the GM Benefits & Services Center (GMBSC) at 1-800-489-4646.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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NEW

Temporary Employee Bereavement

GENERAL MOTORS LLC

DATE

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

Full-time temporary employees with 90 or more days of continuous service will be eligible for bereavement under paragraph 218b. Part-time temporary employees with 90 or more days of continuous service will be eligible for bereavement under paragraph 218b, with appropriate adjustment for schedules that include Saturdays and Sundays as normal workdays in determining the appropriate straight time wage rate. Part-time temporary employees eligible for bereavement will be excused under the provisions of this document and receive payment if they would have otherwise been scheduled to work on any of the three (3) or (5) days (as appropriate) immediately following the date of death of an immediate family member as defined in paragraph 218b.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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OCT 30 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEY

NEW

UAW-GM SCHOLARSHIP PROGRAM FOR DEPENDENT CHILDREN

GENERAL MOTORS LLC

DATE

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations, the parties discussed the importance of continuing education for college-aged dependent children of UAW-represented employees. In this regard, the International Union and the Corporation have agreed to establish a UAW-GM Scholarship Program for Dependent Children. Within 120-days of ratification of the 2023 UAW-GM National Agreement, the UAW-GM Joint Skill Development and Training Committee with approval by the Board of Trustees of the UAW-GM Voluntary Employees Beneficiary Association Trust Fund will develop the program process and guidelines.

The UAW-GM Joint Skill Development and Training Committee established by the Board of Trustees of the UAW-GM Voluntary Employees Beneficiary Association Trust Fund will direct the delivery of the program based on the following parameters:

- Eligibility: Dependent children of active UAW-represented employees who are pursuing post-secondary education or training at an institution accredited by a governmental or nationally recognized agency are eligible to apply for continuing education support. For purposes of this program, the definition of dependent children will be defined as:
    - Child of employee or employee's spouse by birth, legal adoption, or legal guardianship.

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  - Unmarried dependent child (age 26 and under at the time of course enrollment).

- Amount of Support: The scholarship and reimbursement amount is limited to an annual maximum benefit award of $1,600 per dependent for tuition and/or compulsory fees.

- Requirement/Process:
  - Properly processed scholarship application completed and approved per the policy set forth by the UAW-GM Joint Skill Development Training Committee of the Voluntary Employees Beneficiary Association Trust Fund including:
    - Verification of satisfactory completion of semester coursework
    - Verification of dependency
    - Verification of payment

- Funding: Funding for this program, including administrative costs, will be provided through the MOU of Joint Activities. Total annual funding and expenditures for this program will be determined by the Board of Trustees of the UAW-GM Voluntary Employees Beneficiary Association Trust Fund. The amount and number of scholarships made available annually will be determined and communicated by the UAW-GM Joint Skill Development and Training Committee and/or Board of Trustees of the UAW-GM Voluntary Employees Beneficiary Association Trust Fund.

- Administrative procedures: The Program will be jointly administered by the UAW-GM Joint Skill Development and Training Committee of the Voluntary Employees Beneficiary Association Trust Fund.

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

The UAW-GM Joint Skill Development and Training Committee with approval of the Board of Trustees of the UAW-GM Voluntary Employees Beneficiary Association

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Trust Fund 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.

The Grievance procedure set forth in the current UAW-GM National Agreement has no application to, or jurisdiction over, any matter related to this program.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

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DELETE

UAW-GM ADMINISTRATIVE LETTER

Employee Placement Skilled Trades

GENERAL MOTORS LLC

October 16, 2019

Mr. Terry Dittes
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dittes:

During the 2019 National Negotiations, the National Parties had lengthy discussions regarding the movement of skilled trades employees from plants without excess. In the event the local parties identify more than one (1) skilled trades employee per year, from a specific skilled trade classification, who may be able to transfer, the request will be submitted to the National Parties for review and approval.

Very truly yours,

Doneen M. McDowell
Vice President
GMNA Labor Relations

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DATE INITIALED: OCT 2 4 2023

INITIALED BY PARTIES: MP MEY

UAW-GM ADMINISTRATIVE LETTER

MOU – Legal Services Plan Benefit

GENERAL MOTORS LLC

DATE

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the course of these negotiations the parties discussed the existing UAW – FCA-Ford-General Motors Legal Services Plan ("LSP" or "Plan") and the continuation of that Plan during the term of the 2023 ~~2019~~ National Agreement. In order to provide for the continuation of the Plan while addressing concerns about Plan cost, existing Plan design and benefits provided, and the existing eligibility rules for the Plan, the parties agree as follows:

1. The Plan shall continue to provide a legal service benefit to eligible UAW-represented employees and retirees, funded through a trust structured as an Internal Revenue Code Section 501(c)(9) qualified Voluntary Employee Beneficiary Association (VEBA) and jointly trusteed under Section 302(c)(5) of the Labor Management Relations Act.

2. Individuals who meet the eligibility criteria under Exhibit C (attached) of the Plan document shall be eligible to participate in the Plan. The parties agree and intend that they retain the sole authority to modify the Plan's eligibility criteria, and that the Plan's trustees do not have the authority to modify the Plan's eligibility criteria.

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3. Consistent with the requirements of Taft-Hartley, the Plan shall be administered by a joint board of trustees comprised of an equal number of employer and UAW representatives, with an impartial neutral. Subject to subsequent negotiations with other employers, it is anticipated that there shall be six employer trustees and six union trustees, two of whom shall be appointees of the Company. The VEBA shall contain subaccounts for contributions made by the Company and in order to segregate such monies away from contributions from any other participating employers in the VEBA. Further, such an arrangement shall ensure that no cross-subsidization will occur relative to the Company's contributions and any other obligations the Plan has respective to other participating groups. Liability for providing benefits shall not be joint and several among the participating companies. The Plan must be structured such that 1) the Company's participation in it does not create OPEB liability for the Company and 2) there will be no withdrawal liability or any other liability should a participating company end its participation.

4. Based upon present information, the Plan expects to have ~~reserves of approximately $25,000,000 when all contributions under the 2015 agreement have been made and the company shall have a one-year payment hiatus (2020).~~ a surplus when all contributions under the 2019 agreement have been made and the Company shall utilize its portion of the surplus towards its payment obligation as discussed below. The Ceompany will make contributions to the Plan in February of each year during which the 2023 agreement is in effect ~~2021, 2022, and 2023~~ according to the following formula: total number of GM individuals eligible to participate in the Plan on December 31st (based on GM's eligibility file) of the preceding year multiplied by the imputed income per eligible GM individual in the preceding year as calculated by the Plan multiplied by 1.025. For 2028, the Company will only contribute one-half of its annual

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obligation which will not exceed $4.238 million. The Company shall utilize its portion of the surplus towards the annual payments as follows: In 2024, one-quarter of the surplus; in 2025, one-third of the remaining surplus; in 2026, one half of the remaining surplus and in 2027 one-half of the remaining surplus. For the avoidance of doubt the yearly funding amount for each year during which the 2023 agreement is in effect ~~years 2021 through 2023~~ will not exceed $8.476 million. This in no way contemplates or binds the Company to funding beyond the term of this Agreement. Based upon present information, this amount of funding shall be sufficient to maintain an "office work" benefit, as described in the plan and as modified in item 5 below. The provision of, and ability to provide any such benefits, shall be left to the ultimate determination of the Plan trustees. If for any reason the funding is insufficient to provide the contemplated benefits, then benefits payable to participants will be modified by the Trustees of the Plan.

5. The parties agree that part of the work performed by the Plan and its attorneys shall include a continuation of the Social Security Project (assisting individuals in applying for Social Security Disability and attendant "sweeps" of accounts in those cases where the underlying Social Security Disability application is successful and retroactive benefits are awarded and owing to the Company) for active UAW-represented employees and to UAW-represented retirees.

These additional services will be included in the Plan at no additional cost to the Plan:

a. Traffic Matters: -- defined as: traffic tickets or other moving violations but not including any charges of driving under the influence, possession of a controlled substance, auto license revocation or restoration, or any charge listed as a misdemeanor or felony. The services shall be limited to advice or non-covered, low-cost referral.
b. Social Security Questions – defined as questions related to social security benefits as provided by the Federal Government including questions related to Social Security retirement benefits,

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disability, terminations or overpayments but not including any representation before an administrative agency even under the self-help benefit. The services shall be limited to advice or non-covered, low-cost referral.

c. Medicare and Medicaid Questions – defined as questions related to Medicare or Medicaid benefits but not including any representation before an administrative agency even under the self-help benefit. The services shall be limited to advice or non-covered, low-cost referral.

6. The parties will direct the plans trustees to adopt any amendments to the plan document or trust agreement that may be necessary to implement the commitment set forth in this letter.

Very truly yours,

Michael O. Perez Vice President
GMNA Labor Relations

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Exhibit C

GM Individuals

C-1 Employees. For purposes of the Plan only, and in accordance with the applicable memorandum of understanding entered into between GM and the UAW during ~~2019~~2023 negotiations, an individual who is actively employed by GM, who is a member of a bargaining unit represented by the UAW that entered into a CBA allowing such individual to participate in the Plan, and has attained seniority, provided however that eligibility ceases for any such employee who has been continuously laid off for a period exceeding twenty-four (24) months after the month in which his/her layoff began.

C-1a Temporary Employee: For purposes of the Plan only, and in accordance with the applicable memorandum of understanding entered into between GM and the UAW during 2023 negotiations, Temporary employees on their 91st calendar day of employment.

C-2 Employee Spouse: For purposes of the Plan only, and in accordance with the applicable memorandum of understanding entered into between GM and the UAW during ~~2019~~ 2023 negotiations, individuals currently married to an Employee as defined in C-1 above.

C-3 Retirees. For purposes of the Plan only, and in accordance with the applicable memorandum of understanding entered into between GM and the UAW during 2023~~2019~~ negotiations, a former Employee, other than a deferred vested under the General Motors Hourly-Rate Employees Pension Plan, who either –

(a) began receiving, or was eligible to begin receiving immediately after the termination of his employment in a UAW-represented bargaining unit position with GM, pension benefits under the General Motors Hourly-Rate Employees Pension Plan, as provided for in Article II Section I, II, or III of such plan; or

(b) was hired after October 1, 2007, and was covered by a CBA when he or she terminated his or her employment from a UAW-represented bargaining unit position with GM, if as of his or

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her termination date, he or she meets one of the following:

(i) He or she is age 65;

(ii) He or she is at least age 60 but less than 65 with 10 or more years of service;

(iii) He or she is at least age 55 but less than 60 and had a combined years of age and years of service totaling 85 or more;

(iv) He or she has 30 or more years of service;

(v) He or she is at least age 50 but less than 65 and has 10 or more years of service and whose employment ceases as a result of a plant closing; or

(vi) He or she is totally and permanently disabled prior to attaining age 65 and has at least 10 years of service.

For purpose of this subsection (b), "year of service" shall mean the elapsed time between the individual's hire or rehire date and the individual's termination date or loss of seniority.

C-4 Retiree Spouse: For purposes of the Plan only, and in accordance with the applicable memorandum of understanding entered into between GM and the UAW during 20232~~019~~ negotiations, individuals currently married to a Retiree as defined in C-3 above.

C-5 Surviving Spouse: For purposes of the Plan only, and in accordance with the applicable memorandum of understanding entered into between GM and the UAW during 20232~~019~~ negotiations, the spouse of an Employee or Retiree who survives him/her, and who meets one of the requirements below, provided, however, that the associated Employee or Retiree would otherwise have been eligible for benefits under the Plan shall be eligible for benefits.

(a) The spouse is eligible for surviving spouse pension benefits under the General Motors Hourly-Rate Employees Pension Plan; or

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(b) The spouse of a separated employee as defined in C-3 (b) above and such spouse provides to the Plan Administrator acceptable proof of marriage to the Employee or Retiree for at least one year before the death of the Employee or Retiree.

C-6 Delphi: For purposes of the Plan only, and in accordance with the applicable memorandum of understanding entered into between GM and the UAW during 20232~~019~~ negotiations, those individuals who meet one of the criteria below shall be eligible for benefits.

(a) Former General Motors Employees who are now "Covered Employees" as defined in the Term Sheet – Delphi Pension Freeze and Cessation of OPEB, and GM Consensual Triggering of Benefit Guarantees, who are receiving any pension benefits from the GM Hourly-Rate Employees Pension Plan other than deferred vested benefits.

(b) Individuals currently married to those eligible under C-6(a) providing that such spouse provides to the plan administrator acceptable proof of marriage to the retiree for at least one year before the death of the retiree.

(c) Surviving Spouses of those eligible under C-6(a) only if such spouse is eligible for a surviving spouse benefit under the GM Hourly-Rate Employees Pension Plan.

C-7 Notwithstanding any understanding to the contrary, an Employee or Temporary Employee, as respectively defined in C-1 and C-1a above, who is receiving approved legal services provided under the Plan, shall continue to receive such approved legal services, even if such Employee or Temporary Employee separates from the Company only until their outstanding case(s) is closed with the exception of an Employee or Temporary Employee discharged for gross misconduct.

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UAW-GM ADMINISTRATIVE LETTER

SKILLED TRADES TRANSFER PROCESS

GENERAL MOTORS LLC

October 16, 2019

Mr. Michael Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the 2019~~23~~ National Negotiations, the UAW raised concerns regarding the placement of Skilled Trades employees. The parties have agreed that in the event of a Skilled Trades opening at a GM facility, the following placement procedure is to be utilized in sequential order:

A. In Plant Movement

1. Plant Recall

2. Plant 64(e) Rehire

3. Skilled working in production with GM Skilled Date of Entry per Paragraph 178 (2)

B. Area Hire

1. Skilled Trades volunteers from the below combined list in seniority order:
   a. GM closed plants volunteers
   b. All Delphi volunteers with flowback rights under the 2007 UAW-DELPHI-GM Memorandum of Understanding – Delphi Restructuring

2. Skilled Trades laid off and active volunteers from plants with excess and return to former community volunteers in a combined list in seniority order.

3. Laid off Skilled Trades non-volunteers in inverse seniority order

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4. Non-volunteer skilled trades employees working in production at the skilled trades rate of pay will be offered skilled trades jobs in inverse seniority order.
    a. Skilled trades employees who decline job offers will have their rate of pay reduced to the applicable production rate.

C. Extended Area Hire Volunteers

1. Skilled Trades volunteers from the below combined list in seniority order:
    a. GM closed plant volunteers
    b. All Delphi volunteers with flowback rights under the 2007 UAW-DELPHI-GM Memorandum of Understanding – Delphi Restructuring

2. Skilled Trades laid off and active volunteers from plants with excess in a combined list in seniority order.

D. Skilled Trades volunteers from plants without excess will be limited to only ~~one~~two (~~1~~2) employees, per trade, per plant, per calendar year

1. Area Hire active volunteer in seniority order

2. Extended Area Hire active volunteer in seniority order

E. Laid off Skilled Trades extended area hire non-volunteers in inverse seniority order. Non-volunteers will be placed in region order according to Attachment A of Appendix A.

F. Volunteer laid off skilled tradespersons/Journeypersons-in-Training (J.I.T.) will be offered retraining opportunities within the area hire in accordance with their skilled trades entry date after their qualifications have been reviewed by the GM-UAW Skilled Trades and Apprentice Committee to determine their eligibility.

G. New hires

The above applies to recognized Skilled Trades employees with a valid Skilled Trades date of entry.
Mechanical openings will be filled with the matching core trade. In the event that an opening cannot be filled with the

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matching trade, the parties will meet to determine how to fill the opening.

It is understood that the National Parties may also mutually agree to deviate from the above order of selection in a particular situation.

If the volunteer being placed is an applicant from a plant without excess, the opening created when the volunteer accepts the job offer will be filled by:

1. Laid off volunteers in seniority order
2. Laid off non-volunteers in inverse seniority order
3. New hires

This administrative guideline is intended only to outline the skilled trades placement procedure. All other provisions of Appendix A outside of the sequential placement order will govern skilled trades placement (e.g. Refusal of Job Offers, Relocation, Seniority Return to Former Community, etc.). If for any reason an interpretation of Appendix A conflicts with the above sequential skilled trades placement procedure listed herein, this administrative guideline will govern.

Very truly yours,

Michael Perez
Vice President
GMNA Labor Relations

292

DELETE

UAW-GM ADMINISTRATIVE LETTER

"Traditional Employee Wage Adjustment"

GENERAL MOTORS LLC

October 16, 2019

Mr. Terry Dittes
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dittes:

During the current negotiations, the parties discussed establishing a minimum wage rate in Manufacturing facilities, for employees hired prior to October 16, 2007. The parties agree that this provision does not apply to employees working in GMCH or CCA facilities.

Following the effective date of the 2019 UAW-GM National Agreement, such employees whose base wage rate is less than $30.46 will receive a one-time increase to bring their base wage rate to $30.46.

Very truly yours,

Doneen M. McDowell
Vice President
GMNA Labor Relations

293

OCT 30 2019

DATE INITIALED:

INITIALED BY PARTIES: MP MSY

DELETE

UAW-GM ADMINISTRATIVE LETTER

Transition of In Progression Wage Scales

GENERAL MOTORS LLC

October 16, 2019

Mr. Terry Dittes
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Dittes:

During the current negotiations, the parties discussed migrating regular active, in-progression, Manufacturing employees to a Consolidated In-Progression Wage Scale. To facilitate the transition from the existing wage scales to the Consolidated Wage Scale, such employees will move to the next relative step in the Consolidated Wage Scale effective with their next eligible wage increase.

For example, an employee is currently in Step 5 of their Original Wage Scale, earning $22.50 per hour. When the employee reaches their next eligible increase based on 52 weeks worked, the employee will progress to Step 6 of the Consolidated Wage Scale at $25.00 per hour.

Step	Original Wage Scale	Post 2019 Consolidated MFG Wage Scale
Hire	$17.00	$17.00
2	$18.00	$18.00
3	$19.50	$19.50
4	$21.00	$23.00
5	$22.50	$24.00
6	$24.00	$25.00
7	$26.00	$26.00
8	$28.00	$28.00
9	Div. Max.	Div. Max.

Very truly yours,

294

OCT 3 ^ 2023

DATE INITIALED:

INITIALED BY PARTIES: MP

Doneen M. McDowell
Vice President
GMNA Labor Relations

295

NEW

UAW-GM ADMINISTRATIVE LETTER

U.S. Investment

GENERAL MOTORS LLC

DATE

Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During the term of the 2019 Agreement, GM consistently demonstrated its commitment to its U.S. manufacturing base by investing in excess of $15.7B in its sites, which has or will create approximately 4780 well-paying jobs.

This investment is a key component of GM's growth strategy which is driven by the potential of incremental volume during the EV transition. It is GM's intention to scale its EV operations and take a leadership position in EV vehicles while continuing to dominate in ICE SUV and Truck segments. This will be enabled by investment in EV and ICE product in existing facilities to ensure maximum leverage of our existing workforce.

This strategy uniquely positions GM to state with confidence that we have opportunities for all of our employees through the EV transition. Our plans to add shifts at several assembly facilities over the life of this contract reinforces this commitment.

Further, it is important to reiterate that GM's commitment to investing in the U.S. created over $39.2 billion worth of GDP for the American economy in 2022. To put that number in context, GM is individually responsible for nearly one quarter of all the GDP generated by US car manufacturers.

To continue building on this direction, and based on the expectation of stable demand and the ability to continue

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

producing profitably, the following major investments have been announced and are being implemented in our UAW-GM facilities:

- Electric Vehicles and Components
  - Springhill Assembly: $2 billion for two GM EV's (1 implemented) and a future partner electric vehicle
  - Orion Assembly: $4 billion future electric vehicles
  - Factory Zero: Future electric full-size SUV
  - Pontiac Stamping: $40 million flexible fabrication machining
  - Bedford Casting: $96.7 million drive unit castings
  - Defiance Casting: $8 million EV casting cell
  - Lockport Components: $154 million electric motor stator module
  - Technical Center: $81 million Celestiq
  - Toledo Propulsion: $760 million drive unit production
  - Rochester Components: $56 million battery cooling lines, partially implemented

- ICE Vehicles
  - Marion Metal: $491 million 2 new presses, press lines and die refurbishment
  - Flint Metal: $233.4 million new dies
  - Parma Metal: $71.4 million press upgrades, volume increase and future programs
  - Flint Engine: $579 million Gen6 V8
  - Bay City: $216 million Gen6 V8 parts
  - Rochester Components: $12 million Gen6 V8 parts
  - Bedford Casting: $7 million add die casting capability
  - Defiance Casting: $79 million casting for Gen6 V8 engine and parts
  - LDT: $100 million next generation Acadia to include Traverse and Enclave
  - Flint Assembly: $63 million for additional volume capability, $788 million next gen truck

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- Arlington Assembly: $55 million support volume capability, $500 million next gen large SUV
- Ft. Wayne Assembly: $55 million support volume capability, $632 million next gen truck

Through these negotiations the following additional investment commitments have been made:

- Electric Vehicles and Components
  - Fairfax Assembly: $391 million future electric vehicle
  - Lansing Grand River Assembly: $1.25 billion future electric vehicle
  - Tonawanda Engine Plant: $300 million drive unit production

The parties further agreed that within twelve (12) months of ratification and through the life of this agreement, there will be sufficient work allocated to Kokomo Components to employ a minimum of 150 employees.

Additionally, the Global Vehicle Development Process (GVDP) will continue as the process whereby future facility allocations may be made throughout the life of the 2023 agreement.

This once again clearly demonstrates GM's ongoing commitment to our employees, the UAW, and our customers. The parties understand that the expected conditions upon which these opportunities are based can change, potentially affecting the product discussed. If any changes are anticipated, the parties will discuss the situation in advance.

In the event the Company violates the commitments set forth in this letter, the Union has the right to strike after utilizing the bargaining procedure provided in Paragraph (117)

Very truly yours,

Michael O. Perez
[UAW-GM Administrative Letter]
Vice President
GMNA Labor Relations

298

NEW

EXCERPTS FROM THE MINUTES OF CONTRACTUAL AND WAGE MATTERS SUBCOMMITTEE

SUBJECT: Accessibility of Earnings Statements

During the current negotiations, the National Parties discussed the concern with inactive hourly employees' ease of accessibility to previous earnings statements. The Company has confirmed to the Union such population of employees may access personal earnings statements through an external ADP link. Management will provide the necessary information to the local parties for awareness.

The current link is found at:
https://www.gm.com/alumni

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DATE INITIALED: SEP 2 2023

INITIALED BY PARTIES: MEY MP

NEW

EXCERPTS FROM THE MINUTES OF CONTRACTUAL AND WAGE MATTERS SUBCOMMITTEE

SUBJECT: Battery Cell Manufacturing Joint Venture Employees

General Motors LLC (GM) and Ultium Cells LLC (UC) have decided to staff all represented positions within UC facilities with direct employees of GM leased to UC. Upon the effective date of the agreement, represented UC employees will transition and be included under the 2023 UAW-GM National Agreement and be leased back to UC. As such, these employees will be terminated by UC and immediately hired by GM. This commitment supersedes any prior agreement to the contrary concerning the prior termination of a UC employee from GM or any divested or spun off unit. These employees will participate in the ratification of the 2023 UAW-GM National Agreement, receive the signing bonus upon ratification and will utilize their UC hire date as the start of seniority upon transition to a direct GM employee.

All terms and conditions of the 2023 UAW-GM National Agreement, including Paragraphs, Appendices, Documents, Letters, MOUs, Supplements, Attachments etc., will apply to UC facilities excluding the tentative agreements already negotiated on: health and safety; and skilled trades. Those already negotiated items will be considered a UC supplement to the National Agreement.

Recognizing the need for operational flexibility given the early phase of development of the battery cell industry, the local parties will negotiate local agreements between the UAW and GM for leased employees at UC facilities. The local agreements will include the following:

- Wage rates with appropriate allowances in accordance with the current UC wage rates. Under no circumstances, however, will the wage rates fall below 75% of the maximum wage

300

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEH

rates (production and skilled trades) in the National Agreement.

- A most favored nations commitment, including 401(k) and spousal health care when they become effective at Stellantis.
- All issues traditionally bargained at the local level in UAW-GM bargaining units.
- Additional issues, including other tentative agreements already negotiated, may be bargained at the local level, with approval of the National Parties, if required by the operational needs of the business.
- Pending resolution of the local agreements, current operating practices will continue.
- Transferability:
  General Motors LLC (GM) and the UAW will enter into an MOU providing for the transferability of eligible GM employees to the battery manufacturing plants operated by Ultium Cells LLC. The following categories of eligible GM employees will have the transfer rights indicated below: (1) former employees who were active at Lordstown Assembly Complex on November 26, 2018, who remain active with GM will be eligible to transfer to available positions at the Ultium Cells facility in Warren, OH (UC-1) for a period of six months from the effective date of the 2023 National Agreement; (2) once the Union represents hourly employees at the Ultium Cells battery manufacturing plants in Springhill (UC-2) and Lansing (UC-3), then GM hourly employees at the GM Springhill plant or the GM Lansing facilities, will have a six (6) month window following the start of production to transfer to available positions at the UC-2 and UC-3 plants, respectively; and (3) any future UC facility shall allow similar transfer options for locally matched GM facilities as provided in (2) above; and (4) if a UAW-represented employee employed at an engine/transmission plant, component plant, casting plant, stamping plant or assembly plant owned and operated by GM and covered under the terms of the UAW-GM National Agreement is placed on Indefinite Layoff ("ILO") as a result of a GM decision to replace production of ICE vehicles with production of EV vehicles, such employees will

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have the ability to transfer to an available position at an Ultium Cells plant. On the effective date of any such transfer to an Ultium Cells plant, the employee will continue to receive the same wages and benefits as before their transfer, as provided under the National Agreement and will retain their seniority date. All other terms of the employee's employment will be governed by the applicable labor agreement. If a UAW-represented employee employed at an Ultium Cells plant is indefinitely laid off, such employees will have transfer rights in accordance with Appendix A of the National Agreement.

NEW

EXCERPTS FROM THE MINUTES OF WAGE ADMINISTRATION SUBCOMMITTEE

SUBJECT: CCA Traditional Wage

During the course of these negotiations, the parties discussed wage progression tables, including the wages related to CCA Traditional employees. CCA Traditional employees are identified as those regular, active employees hired prior to October 16, 2007. Such employees will move to the maximum wage rate identified on the in-progression wage table in the Memorandum of Understanding UAW-GM Wage & Benefit Agreement for Employees In-Progression.

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES OF CONTRACTUAL AND WAGE MATTERS SUBCOMMITTEE

SUBJECT: Doc. 8 Record Adjustment

During these negotiations, discussions between the parties have resulted in the following understanding regarding adjustments to Attendance Improvement Steps issued under the terms of the 2019 Special Procedure for Attendance.

Employees who have active Attendance Improvement Steps on record will have their record adjusted as follows:

Effective on the second Monday following notice of ratification of the 2023 GM/UAW National Agreement, the last and most recent Attendance Improvement Step issued (excluding Step 6) will be expunged and removed from the employee's record. There is no entitlement to back pay as a result of this record adjustment. Following this adjustment, any future Attendance Improvement Step to be issued will progress from the remaining most recent Attendance Improvement Step remaining on the record, providing the time on record has not been exceeded. All grievances related to the Attendance Improvement Step being removed will be considered settled upon the removal date.

Discharges issued under Doc 8 that have previously been settled on the basis of reinstating the employee under the terms of a Last Chance Agreement (LCA) are not covered by this Record Adjustment and such employee remains employed under the terms and conditions of their respective LCA.

304

DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP MEJ

NEW

**EXCERPTS FROM THE MINUTES
OF CONTRACTUAL AND WAGE MATTERS
SUBCOMMITTEE**

SUBJECT: Earnings Statement Pilot

The parties held lengthy discussions regarding the complexity of Earnings Statements (e.g., line-item descriptions) during these negotiations. Accordingly, Management advised the Union of an ongoing study that will result in a 2024 pilot aimed to simplify the descriptions of the Earning Statements.

305

DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF CONTRACTUAL AND WAGE MATTERS SUBCOMMITTEE

SUBJECT: GM Subsystems Manufacturing LLC

All current employees covered under the 2021 GM Subsystems Manufacturing, LLC Master Agreement and GM Subsystems Manufacturing, LLC Brownstown Plant Agreement will transition and be included in the Recognition Clause, Paragraph 1, of the 2023 UAW-GM National Agreement. All current employees covered under the 2021 GM Subsystems Manufacturing, LLC Master Agreement and GM Subsystems Manufacturing, LLC Brownstown Plant will be reconstituted as their own Departments under the 2023 UAW-GM National Agreement and will retain all elected and appointed positions covered under the 2021 GM Subsystems Manufacturing, LLC Master Agreement and GM Subsystems Manufacturing, LLC Brownstown Plant Agreement until such time as those positions would be up for election. Subsystems employees will utilize their Subsystems hire date as the start of seniority upon transitioning under the GM National Agreement. With the sole exception of the previously aforementioned elected and appointed positions and seniority date, all terms and conditions of the 2023 UAW-GM National Agreement, including Paragraphs, Appendices, Documents, Letters, MOUs, Supplements, Attachments, etc. will apply, and all provisions of the 2021 GM Subsystems Manufacturing, LLC Master Agreement and GM Subsystems Manufacturing, LLC Brownstown Plant Agreement will be considered null and void except to the extent the GM Subsystems LLC Brownstown Plant Agreement contains local issues. Upon expiration of that agreement the parties will bargain a new local agreement. As the Brownstown Battery Assembly plant operates within a leased facility, the parties understand that there may be a need, upon the expiration of the lease, for work to be transferred to another GM location. Should that occur the impacted employees will have access to the provisions of Paragraph (96) of the UAW-GM 2023 National Agreement.

396

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

NEW

**EXCERPTS FROM THE MINUTES
OF CONTRACTUAL AND WAGE MATTERS
SUBCOMMITTEE**

SUBJECT: GMCH

During these negotiations, the parties discussed concerns regarding GMCH site locations. As a result of those discussions, it was mutually agreed that all GMCH sites would be covered under the provisions of Document 13.

307

DATE INITIALED: OCT 3 1 2003

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES OF CONTRACTUAL AND WAGE MATTERS SUBCOMMITTEE

SUBJECT: Medical Services

During these negotiations, the Union raised issues regarding medical coverage within UAW-GM locations. Management reaffirms its commitment to maintain appropriate processes to ensure medical services are available to employees as needed. Concerns regarding the local plant medical processes should be first discussed between the Key 4 and if unresolved, referred to the GM Corporate Medical Staff.

308

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

NEW

**EXCERPTS FROM THE MINUTES
OF CONTRACTUAL AND WAGE MATTERS
SUBCOMMITTEE**

SUBJECT: Member Information

The parties have discussed information that is currently shared with the International Union regarding its members. The Company currently provides the International Union the name, address, phone number, cell phone number, gender, ethnicity, and veteran status for their members on a monthly basis. In line with our current practice, the Company agrees to revise the report to include personal email addresses, if provided by the employee.

309

DATE INITIALED: SEP 2 5 2023

 INITIALED BY PARTIES: MP

NEW

EXCERPTS FROM THE MINUTES OF CONTRACTUAL AND WAGE MATTERS SUBCOMMITTEE

SUBJECT: Profit Sharing Impact from Material Reallocation

The parties had lengthy discussions regarding those facilities impacted by material reallocations and the effect it may have on team members' profit-sharing eligibility.

In the event extraordinary circumstances arise whereby the Company decides to reallocate/reroute parts from one UAW-GM facility to another GM facility to continue operations, which results in unplanned, extended downtime, the Company will consider providing a discretionary lump sum payment to those impacted team members.

The parties agree that the decision to make any discretionary lump sum payment resides with the Company based on the conditions surrounding the specific event and would be considered non-precedent setting as it relates to future situations.

310

DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MEY

NEW

**EXCERPTS FROM THE MINUTES
OF CONTRACTUAL AND WAGE MATTERS
SUBCOMMITTEE**

SUBJECT: Right to Refuse to Cross Picket Line

During the current negotiations, the subject of honoring picket lines was discussed at great length. Specifically, the Union raised concerns regarding an employee's right to honor a lawful, sanctioned, primary picket line on the Company's property. As a result of these discussions, the Company commits to the following:

It shall not be a violation of this Agreement and it shall not be cause for discharge or disciplinary action in the event an employee refuses to cross a lawful, sanctioned, primary picket line established by a union, provided the employee reasonably believes that crossing such a picket line would endanger their health and safety. Neither the Union nor the Company shall command, order, or direct employees with regard to the exercise of these rights. Nothing shall prevent the Company from temporarily replacing any employee who refuses to cross a lawful, sanctioned, primary picket line. Such employees will be granted an informal leave of absence, in accordance with paragraph 103 which will be extended if the labor dispute exceeds thirty days, for all working hours missed due to refusing to cross a lawful, sanctioned, primary picket line.

311

DATE INITIALED: OCT 3 1 2023

 INITIALED BY PARTIES: MP MZY

NEW

EXCERPTS FROM THE MINUTES
WAGE ADMINISTRATION

SUBJECT: Special Attrition Program (SAP)

During the course of these negotiations, the parties discussed a Special Attrition Program.

The Company will offer three times, from January 2024 through the life of the agreement, a $50,000 lump sum (pre-tax) retirement incentive for traditional employees who, at the time of the SAP offering, meet the normal or early retirement eligibility requirements.

Prior to each program, the parties will mutually agree on the timing, size and scope of the offering.

312

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

NEW

**EXCERPTS FROM THE MINUTES
OF CONTRACTUAL AND WAGE MATTERS
SUBCOMMITTEE**

SUBJECT: Supplemental Wage Taxation

During these negotiations, the Union raised the request for separate checks for bonus payments. In response to the Union's request, the parties reviewed multiple examples of employee payroll earnings including implications separate checks would have on employee pay (e.g., garnishment assessment, deferral of profit sharing, and taxation). The parties agreed to continue the current method of issuing a single check to include earnings and bonus payments. However, on a go forward basis, the bonus portion of the check will be taxed utilizing the supplemental IRS tax rate, in effect at that time.

313

DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP MSY

NEW

**EXCERPTS FROM THE MINUTES
OF CONTRACTUAL AND WAGE MATTERS
SUBCOMMITTEE**

SUBJECT: Temporary Employees Laid Off

Temporary Employees may be laid off for up to sixty (60) days and maintain continuous service including if they return to work in another plant within the Area Hire.

314

OCT 31 2023

DATE INITIALED:_____

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF CONTRACTUAL AND WAGE MATTERS SUBCOMMITTEE

SUBJECT: Vehicle Purchase Certificate

During these Negotiations, the parties held discussions regarding the feasibility of providing vehicle purchase certificates to eligible UAW-GM active employees which may only be used in conjunction with the purchase or lease of new General Motors vehicles. Accordingly, General Motors will provide, on a one-time basis, one (1) such vehicle purchase certificate valued at $1,500 to those eligible employees based on the following guidelines:

- Eligible employees are defined as those whose status with the Company on the effective date of this agreement is one of the following:
  - Active
  - On Temporary Layoff status
  - On leave pursuant to Family and Medical Leave Act (Doc. 125)
  - On one of the following leaves of absences which has not exceeded ninety (90) days as of the effective date of this agreement:
    - Informal (Paragraph 103)
    - Formal (Paragraph 104)
    - Sickness and Accident (Paragraphs 106-108)
    - Military (Paragraphs 112 or 218a)
    - Educational (Paragraph 113)
    - Employees, represented by the Union, otherwise eligible with retirements processed for an effective date of November 1st, 2023.

- A vehicle purchase certificate will be valid for the 2024 calendar year, beginning January 1, 2024, for the above eligible employees.

315

DATE INITIALED: OCT 31 2023

INITIALED BY PARTIES: MP MEY

- During the life of this agreement, active employees hired subsequent to the effective date of this agreement will be eligible for a $1,500 vehicle purchase certificate that must be used within one (1) year of date of hire.

- A vehicle purchase certificate can be used in conjunction with most other GM incentives, including the Employee Discount (GMS).

- A vehicle purchase certificate may be used by active employees only. The certificate may be transferred within the household of an eligible UAW-GM active employee. Employee must be active from the time the certificate is granted to the time the vehicle is delivered.

- A vehicle purchase certificate may not be sold or otherwise transferred for consideration.

Additional details will be developed and communicated to the Union as soon as they become available.

316

NEW

EXCERPTS FROM THE MINUTES OF WAGE ADMINISTRATION SUBCOMMITTEE

SUBJECT: Wage Progression

During the current negotiations, the parties discussed employees covered by the Memorandum of Understanding UAW-GM Wage & Benefit Agreement for Employees In-Progression. Employees in step 4 and above as of October 23, 2023 will progress to the in-progression maximum rate of $35.88.

317

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

NEW

**EXCERPTS FROM THE MINUTES
OF CONTRACTUAL AND WAGE MATTERS
SUBCOMMITTEE**

SUBJECT: Work Life Balance

During these negotiations the parties discussed at great length scheduling and work life balance issues. As such, the Company agrees to form or use an existing Joint Committee to explore and discuss opportunities to address work life balance issues. The Committee may consent to consider pilot programs or other initiatives aimed at improving work life balance for employees. The Committee will provide feedback on its findings prior to the expiration of the 2023 National Agreement.

318

OCT 30 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Backfill Box

After an employee transfers from a plant without excess under Appendix A, if the provisions of the backfill box have not been applied within thirty (30) days of the employee transferring, the National Parties may raise the issue for discussion.

319

DATE INITIALED: SEP 2 6 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES
OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Enhanced Employee Application Process

During the 2023 National Negotiations, the joint parties discussed improvements to the employee placement application process that allows employees the ability to view all active job openings. The parties have agreed to the following enhancements:

- The Company will inform the UAW Placement Department when a requisition is approved. The approved job openings will be posted in the Employee Placement System and employees who have signed up for notifications of transfer opportunities will be notified.
- Employees will have the ability to apply for job openings in the Employee Placement System.
- Approved job openings will be posted for a period of seven (7) calendar days. During this seven (7) calendar day period, employees may enter or withdraw their application at any time.
- At the end of the seven (7) calendar day period, the Company will close the job posting. Employees will then be selected per the requirements outlined in Appendix A.
- Volunteers selected for placement will be required to transfer.
- Extended Area Hire transfers will be given a minimum of three (3) weeks to transfer from selection.
- Once the requisition is filled all applications for that posting will be closed in the Employee Placement System.
- The "eligibility date" for the purpose of Appendix A transfers is the date the Appendix A posting closes.

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DATE INITIALED: SEP 2 6 2023

INITIALED BY PARTIES: MP MEY

This replaces the EXCERPTS FROM THE MINUTES
OF EMPLOYEE PLACEMENT SUBCOMMITTEE
"SUBJECT: Enhanced Employee Application Process"
from the 2019 UAW-GM Contract Settlement Agreement.

321

NEW

EXCERPTS FROM THE MINUTES OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Hardship Transfer Process

During the current negotiations, the National Parties discussed the "hardship transfer" process currently in place.

Consistent with the Company's longstanding position and existing practice, that requests for transfer due to "hardships" experienced by UAW represented employees are reviewed and considered on a case by case basis. Such requests have been approved in the past, but have been limited to serious illness or imminent death of an immediate family member. In addition, approval of a "hardship" will be of a temporary nature and limited to six (6) months or less but may be extended if the circumstances that gave rise to the "hardship" have not changed.

Employees that are approved for "hardship transfer" will not receive any relocation under Paragraph 96(a) or treatment under Appendix A of the National Agreement. They will receive a base wage commensurate with the classification they are assigned at the "host" facility and they will not acquire or accrue seniority at the "host" facility. When the employee returns to their home facility, they will be placed on a job consistent with their seniority.

Additionally, employees who are approved for "hardship transfer" retain Appendix A transfer rights in the event an opening becomes available at a location to which they would like to transfer.

Requests should be made to the National Parties and final determination of whether or not an employee's particular situation is approved and/or extended will be made by the Company's Corporate Medical Department.

322

DATE INITIALED: SEP 26 2023

INITIALED BY PARTIES: MP MJ

NEW

EXCERPTS FROM THE MINUTES OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Modify Area hire for Fort Wayne Assembly

During the 2023 National Negotiations, the National Parties agreed to modify the Area Hire for Fort Wayne Assembly to include GMCH Kokomo.

323

DATE INITIALED: SEP 2 6 2023

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES

OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Placement In Customer Care and Aftersales (CCA)

During these negotiations, the parties agree to an exception to the 2008 Core/Non-Core Agreement to allow any production employees from sites with excess to transfer to job openings at any CCA location in accordance with the provisions of Appendix A.

324

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Relocation Monies Paid for Withdrawn Job Offers

During the current negotiations, the National Parties discussed the adverse impact that withdrawn job offers can have on employees in the rare event that relocation monies have been paid and a job offer has subsequently been withdrawn.

In the event that an employee receives a job offer and receives payment for their signing bonus, as outlined in Paragraph 96a(2), there will not be a requirement for the impacted employee(s) to repay the signing bonus in the event that the job offer is subsequently withdrawn solely at Management's discretion.

In these instances, the Company is not liable for any damages incurred by the employee(s) as a result of the job offer being withdrawn. Furthermore, the Company will not owe any additional monies to employees who selected an Enhanced or Modified Enhanced Relocation package and may have otherwise had additional monies paid.

Employees who did not receive a relocation payment but incurred reasonable and substantiated out of pocket expenses due to a job offer that was subsequently withdrawn solely at Management's discretion may escalate concerns for discussion and resolution between the International Union Employee Placement Representative(s) and GM Corporate Labor Relations. The Company will reimburse reasonable costs in these instances.

In accordance with Appendix A, this excerpt is not subject to the grievance procedure and will remain in place during the term of the 2023 National Agreement.

325

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES
OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Special Transfer Agreement - Employees on Formal Leave without Company Paid Benefits

The National Parties have agreed to a temporary modification to Appendix A of the 2023 National Agreement which will allow eligible production and skilled employees who are on a formal leave of absence with no company paid benefits to be eligible to apply for job openings during the term of the 2023 UAW-GM National Agreement.

1. Employees will make application for transfer via the Employee Placement System.

2. Employees transferring to another location pursuant to this understanding will be eligible for a basic relocation package as covered in Paragraph (96a)(2)(c).

3. Completing and submitting an application does not guarantee an offer. Placement opportunities will be contingent on the plant submission of requisitions to fill openings for regular active employees.

4. This Special Transfer Agreement will become null and void at the expiration of the 2023 UAW-GM National Agreement, when the employee separates employment due to Paragraph 64e, or when the eligible employee has exercised their rights to transfer once under the provisions of this agreement, whichever comes first.

5. Employees will remain on their leave status without company paid benefits, until hired at the new location.

6. Employees selected for a job opening will not retain any recall, rehire, or return to former community rights.

7. Employees electing to participate in this transfer agreement are required to receive their notifications electronically and to maintain valid contact information for such notifications.

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DATE INITIALED: SEP 2 6 2023

INITIALED BY PARTIES: MP MEY

8. Volunteers selected for job openings will be required to transfer. Failure to report may result in the termination of your seniority in accordance with the provisions of paragraph 64(d) of the UAW-GM National Agreement.

9. Employees will be offered regular status jobs immediately preceding the new hire step in Appendix A.

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NEW

EXCERPTS FROM THE MINUTES OF EMPLOYEE PLACEMENT SUBCOMMITTEE

SUBJECT: Transfer for Married Couples

During the current negotiations, the National Parties discussed their current practice related to married couples and unmarried couples with children selected for job transfers and agree that it is sufficient. Those above couples that voluntarily apply for transfer will be given the opportunity to be de-selected when only one member is selected to fill the posted job transfer opportunity. GM Labor Relations and the International Union Employee Placement Representative(s) will discuss and resolve any issues that arise.

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DATE INITIALED: SEP 2 6 2023

INITIALED BY PARTIES: MP MEJ

NEW

EXCERPTS FROM THE MINUTES OF GMS SUBCOMMITTEE

SUBJECT: CCA Team Concept

During these negotiations, the parties discussed at length the differences in the implementation and execution of GMS within CCA locations as compared to Manufacturing locations. It is recognized by the Parties that the application of GMS may differ in CCA from Manufacturing. The Parties have agreed GMS is the single, common global manufacturing system that engages and aligns all employees. The principles and elements of GMS will support the team member, eliminate waste, continuously improve business results, and deliver quality to the customer when fully implemented and executed. Failure to execute all the principles and elements significantly reduces the effectiveness of the system. It is agreed that the Parties will jointly implement and execute the entire system.

Furthermore, the National Parties agree that General Motors' Global Manufacturing System is the single system to be used in all UAW represented locations.

Therefore, the UAW-GM GMS Steering Committee, with direction from the UAW-GM GMS Operations Council, will identify and implement initiatives to better align CCA with GMS Standards.

Additionally, the UAW-GM GMS Steering Committee will implement processes and make recommendations to develop and support Team Concept within UAW Represented CCA locations, pending approval by the UAW-GM GMS Operations Council.

Within 120 days after the ratification of the 2023 UAW-GM National Agreement, Team Concept including Team Leaders will be implemented within CCA locations. The parties recognize that teams and team leaders will be structured to appropriately support the business.

The UAW-GM GMS Steering Committee will provide the necessary tools and resources for the development

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DATE INITIALED:

INITIALED BY PARTIES: MP MEY

of Principle Basketweave teams within UAW represented CCA locations.

NEW

EXCERPTS FROM THE MINUTES OF GMS SUBCOMMITTEE

SUBJECT: Implementation

The parties discussed matters regarding common implementation and execution of GMS. More specifically, the parties discussed the following:

The parties recognize the value of common implementation and execution. To foster sharing of information, best practices and lessons learned, the UAW-GM GMS Steering Committee and UAW-GM GMS Operations Council will be conducted as joint Manufacturing and CCA meetings, as defined in Doc. 40 Memorandum of Understanding Global Manufacturing Systems.

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP mey

NEW

EXCERPTS FROM THE MINUTES OF GMS SUBCOMMITTEE

SUBJECT: People Make Quality Happen

During these negotiations, the parties acknowledged that foundational to the implementation of GMS is the support of engaged team members in the identification and elimination of waste through problem solving to drive continuous improvement. Working together, the efforts of highly engaged teams improve business results, producing World-Class quality and total customer satisfaction, which is beneficial to the Union and General Motors.

Recognition of team members' ideas and innovation demonstrates their value to the Company and is key to their continued engagement in GMS.

Therefore, within 180-days of the ratification of the 2023 National Agreement the UAW-GM GMS Steering Committee will develop the "People Make Quality Happen" recognition. The "People Make Quality Happen" recognition guidelines will be reviewed with the UAW-GM GMS Operations Council and UAW-GM Labor Management Committee Trust Fund Board of Trustees for approval. Once approved, the UAW-GM GMS Steering Committee will implement the program.

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DATE INITIALED: OCT 2 3 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF GMS SUBCOMMITTEE

SUBJECT: Training

The parties discussed matters regarding additional training opportunities and best practices. More specifically, the parties discussed the following:

Doc. 46 Calibration/Assessment Training: The parties recognize the importance of Doc. 46 GMS training. The UAW-GM GMS Steering committee will explore the opportunity for UAW Doc. 46 GMS representatives to observe GMS calibrations and/or assessments at other UAW-GM locations to further GMS learnings. Within 120-days of the ratification of the 2023 National Agreement the UAW-GM GMS Steering Committee will develop a pilot process and guidelines for Doc. 46 GMS representative participation. The pilot process and guidelines will be reviewed with the UAW-GM GMS Operations Council for approval. Upon completion of the pilot, the results will be reviewed by the UAW-GM GMS Operations Council and UAW–GM Global Manufacturing System Committee and/or Board of Trustees of the UAW-GM Labor Management Committees Trust Fund and will be implemented upon approval.

GMS Core Teams: Within 90-days after the ratification of the 2023 UAW-GM National agreement, the UAW-GM GMS Steering committee will explore common best practices on GMS Core Team practices to be shared. The Committee will also develop and recommend baseline GMS training for local GMS Core Teams to the UAW-GM GMS Operations Council for approval. The parties recognize the implementation of GMS Core Teams is a local decision.

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MCY

NEW

EXCERPTS FROM THE MINUTES OF GMS SUBCOMMITTEE

SUBJECT: VPAC

During these negotiations, the parties discussed the hard work and dedication of our team members who build world class products and provide world class service in support of our customer.

The Vehicle Promotion Assistance Contact (VPAC) Program continues to build enthusiasm within our worksites by encouraging each other to buy and advocate for our UAW-GM built products. Vehicle Promotion within our worksites allows us the continued opportunity to promote our UAW-GM products that increase brand loyalty that will grow our market share within an extremely competitive climate.

To this end, the UAW-GM GMS Steering Committee will identify and implement resources to provide the VPAC Representatives an electronic medium for sales promotions, the latest vehicle information, and electronic tools to assist in resolving vehicle concerns in support of our customer, while abiding by all Company policies.

Within 180 days after ratification of the 2023 UAW-GM National Agreement, the Company will provide the necessary electronic tools to allow for the secure handling of customers' personal information per the VPAC program process and Company policies.

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DATE INITIALED: OCT 2 8 2023

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Audible Alarm for Active Shooter

During these negotiations the parties have had conversations regarding workplace violence and the direct threat it poses to all employees. Within 90 days of the ratification of this agreement, the National Joint Committee agrees to review GM's current workplace violence strategies to identify, investigate and benchmark continuous improvement opportunities at all GM sites.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MSH

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Enhancements to Fall Hazard

The company agrees that the required inspection of the fall hazard control program training tower(s) and permanent anchorage points, will be completed in accordance with all government, manufacturer, and UAW-GM standards and guidelines.

The NJC will publish a joint document for addressing new or existing anchorage points based on the updated UAW-GM PS03 Fall Hazard standard.
In addition, all existing Fall Hazard Towers will be included in the applicable site's WSS Element 4.6 Safety Equipment Inspections and Preventative Maintenance program.

Issues and discrepancies identified during the completion of these required inspections will be documented and tracked using the site's WSS Element 4.5 Corrective Action Plan program.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Enhancements to Gate Pass Process

During these negotiations, the Joint Parties had conversations concerning the difficulties of some over-the-road driver's ability to understand UAW-GM site safety procedures and requirements due to language barriers.

The Workplace Safety System Performance Standard 15 Material Movement and Storage Joint Champions will explore the utilization of a QR code to support different languages. The NJC will identify a site to explore the feasibility of this program enhancement within 90 days of ratification of the agreement.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Ergo and IH Equipment

During these negotiations the Parties discussed the fact that the initial basic kits provided to our sites for use by JET/IH's in 2011 have in some instances become in-operable or obsolete.

It is agreed that upon the ratification of this agreement, the NJC will jointly survey the UAW-GM represented sites to determine what specific ergonomic and industrial hygiene equipment is being utilized by JET/IH's for sampling and ergonomic assessments. The NJC will review the survey results and jointly determine necessary equipment to be replaced/provided by the Company.

It is understood that it is the responsibility of each site to maintain jointly supplied equipment in accordance with the manufacturer's recommendations.

Additionally, the Joint Parties agree that, when requested, employees are encouraged to participate in personal sampling and ergonomic assessments.

This excerpt replaces the "Excerpts from the Minutes Ergonomics Job Analysis Tools and Measurement Devices" from 2011.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MSJ

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: ERGONOMICS PROGRAM ENHANCEMENTS

During these negotiations, the parties discussed future ergonomic enhancements to the UAW-GM Ergonomics process. The company agrees to commit to investigate and make decisions through the Ergonomic Sub Committee where data indicates there is value to implementing new technology, hardware, software, measurement devices and job risk analysis tools that are jointly agreed to and approved by National Joint Committee and will be documented in PS08.

The NJC will:

- develop or update a new Risk Factor Checklist (RFC)
- utilize the latest version of jointly approved secondary tools including the 1991 NIOSH lifting equation as the secondary analysis tool for lifting and lowering.
- engage Technical Experts in the field of Ergonomics and Industrial Hygiene to create external competency training which will be jointly approved
- review additional future revisions of Technical Ergonomic Database (TED) or other systems.
- update existing Ergonomic training, identify future program enhancements, and perform changes to content which are discussed and agreed upon by the Ergonomic Sub-committee and approved by the Assistant Directors.
- support utilization of an IHT-JET Alternate which has been agreed upon and will be utilized per the "Excerpt from the Minutes Subject: Utilization of the IHT-JET Alternate".

This excerpt replaces the: "Excerpts from the Minutes Ergonomics Job Analysis Tools and Measurement Devices" from 2015 and "Excerpts from the Minutes Ergonomics Program Enhancements" from 2019.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Health & Safety Conferences and Training Seminars

During these negotiations, the parties discussed the existing agreements and practices regarding the Joint Health and Safety Training Conference and a training seminar. The discussion centered on the timing and planning for execution of these events in maintaining a process to ensure the ongoing educational advancement of our safety professionals.

As a result of these discussions, the Company reviewed with the Union plans to conduct the Joint Health and Safety Conference and training seminar in the following manner:

- The Joint Health and Safety Training Conference will be held biannually (every two years) at a location mutually agreed to by the Board of Trustees UAW-GM Labor Management Committees Trust.
- A training seminar will be scheduled during the off years of the Joint Health and Safety Training Conference
- The NJC will determine participants for the Conference and training seminar
    - In general, the health and safety training conference attendees include the Key Four, the Joint Local Health and Safety Committee, the IHT-JET, and the IHT-JET alternate.

The parties believe that their innovative approach to the Joint Health and Safety Training Conference and training seminar will provide a robust learning experience for our UAW-GM Health and Safety Professionals.

This excerpt replaces the "Excerpts from the Minutes Health & Safety Conference and Training Seminars" from 2015 and 2019.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: HP MEY

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Health & Safety Training Programs

The Parties had extensive discussions regarding Health and Safety training programs and jointly agree that these programs are integral to the UAW-GM Safety System. The NJC will review existing programs and training and modify them as appropriate to ensure that all relevant government requirements are met and that appropriate training will be made available where necessary. In addition, this provides the opportunity for the parties to add training as new technology and methodology becomes available.

The parties recognize the value in UAW T3 trainers delivering current and relevant safety information in their classes. As the National Parties update health and safety programs, the affected training programs will also be updated and provided to the LJHSC for dissemination to the sites UAW T3 Trainers.

In addition, to remain competent to teach T3 based classes the T3 trainer must have:

- Received and successfully completed initial T3 training from the Joint Parties
- Taught the course sometime within the past 3 years
- Been annually updated by the Local Joint Health and Safety Committee on applicable program updates

If the T3 trainer has not taught a class within the past 3 years, and there is a need for the person to begin locally training the subject they must:

- Have been updated by the Local Joint Health and Safety Committee on applicable program updates
- Co-teach with a T3 trainer who meets the above requirements
- Teach the class on their own with another T3 trainer who meets the above requirements in the room

Note: If the site does not have another qualified T3 trainer available, a member of the Local Joint Health and Safety Committee must sit on the class to support the trainer or a resource from the NJC will be provided.

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DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MSY

Sites will track and document T3 trainer training activity beginning with the ratification of this agreement to assure compliance to the three-year requirement.

The Assistant Directors of the Health and Safety Department may determine to utilize an existing training seminar to focus on local T3 instructors.

During these negotiations the Parties have defined the core curriculum/minimum training requirements for UAW and GM Health and Safety Representatives applicable to each business sector. Each site will establish additional training requirements for UAW and GM Health & Safety representatives based on the needs of the Workplace Safety System.

Reference element 3.2 training of the UAW-GM Workplace Safety System for the core curriculum.

This excerpt replaces the: "Excerpts from the Minutes Health & Safety Training Programs" from 2019.

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NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Joint Activities Training

The parties had extensive conversations on jointly developed UAW-GM Performance Standards. The National Joint Parties will be engaged in the review of existing training, with the intent of identifying opportunities to update or create additional training within their programs. These updates or additions will be jointly developed.

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DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Joint Development of Safety Systems

During these negotiations the parties had extensive discussions related to the joint development and refinement of the UAW-GM safety system, standards and requirements deployed at UAW Represented sites.

The National Parties agree that the UAW-GM Health and Safety programs are the foundation of the UAW-GM Workplace Safety System and encompasses all joint UAW-GM Health & Safety programs, standards and requirements.

The UAW-GM Workplace Safety System is the single safety system to be utilized in UAW represented sites. The Performance Standards and Elements of the system will support and ensure proper safety procedures are in place to eliminate or control hazards, and continuously drive health and safety to improve the work environment when fully implemented and executed. Failure to jointly execute all the Performance Standards and Elements significantly reduces the effectiveness of the system.

The Company agrees to work jointly with the UAW to continue developing the UAW-GM Workplace Safety System which includes improving systems standards, updating requirements, and creating applicable communications based on annual program reviews, on-going validations and identified opportunities for continuous improvement.

Upon ratification, the company re-affirmed their commitment to provide appropriate training, tools and equipment to UAW International Representatives, UAW Health and Safety Representatives (including Alternates) IHT/JETTs, T3 trainers, members of skilled trades safety teams to enable them to perform their jobs at the highest level.

This excerpt replaces the "Excerpts From the Minutes of Health and Safety Subcommittee Subject: Joint Development of Safety Systems" from 2015 and 2019.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Joint Health and Safety Audits

The Parties agree to conduct a joint health and safety audit at all UAW represented sites annually. To ensure the success of these audits and other training, conferences, seminars and program development the Joint Assistant Directors will create a schedule to include all required audits, training, conferences, seminars and program development which will be submitted to the NJC at the beginning of each year. The Parties also agree that this schedule may need to be altered during the year based on unforeseen circumstances.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: HP MEY

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: National Standards Committees

During these negotiations the Parties discussed active participation in the creation of consensus standards and the important role both the Company and the UAW should have in that process. It is agreed that the National Joint Committee will identify applicable consensus standard sub-committees to participate in and that the Assistant Directors of the Health and Safety Department will jointly select representatives for those committees.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Regional Crane Training

Historically, the Joint Activities team has successfully conducted regional training on major programs which has allowed the team to interface directly with employees at their home location while building stronger relationships and gaining better understanding of their needs.

On an as needed basis, the UAW-GM Joint Activities Health and Safety Department will continue to facilitate regional crane training utilizing a combination of classroom, hands-on and crane simulation at a UAW represented site for the purpose of T3 training. In addition, as crane simulators become operational, they will be added to the 4.6 Safety Equipment Inspections and Preventative Maintenance Inventories.

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SEP 8 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEG

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Safety Summit

Mr. Mike Booth
Vice President and Director
UAW, National GM Department
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth
Subject: Safety Summit
During the 2023 negotiations, the parties discussed the need to understand future advancements in technology and its potential impacts to safety in the workplace. The Company agreed to collaborate with the UAW, Ford and Stellantis to discuss establishing a joint safety summit. Summit attendees may include representatives from the United Auto Workers (UAW) Solidarity House safety staff, UAW-Stellantis, UAW-Ford, UAW-GM Health and Safety Department of the LMC Trust, and UAW-Stellantis, Ford and GM's Global Safety Staff.

During this safety summit, 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 training programs and identify opportunities for improvement.

The UAW-GM Health and Safety Department of the LMC Trust and General Motors Company will meet within 180 days of ratification to discuss when they will host one local joint safety summit during the term of the 2023 contract, provided that Ford and Stellantis concur with this concept.

Very Truly Yours,

Mike Perez,
Vice President
North America Labor Relations

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MSH

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Scheduled High Risk Work

During these negotiations, the parties had extensive discussions related to high-risk work and providing safety support when necessary to ensure the safety of UAW-GM members. The Parties agree:

When a high-risk task from the site high-risk inventory or from a Safety Failure Mode Effect Analysis (S-FMEA) is scheduled to be completed by UAW-GM employees, a member of the Local Health & Safety Team will be on site during the performance of said task.

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DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MSG

NEW

EXCERPTS FROM THE MINUTES
OF HEALTH & SAFETY SUBCOMMITTEE

SUBJECT: Utilization of the IHT-JET Alternate

The Joint Parties have conducted injury data analysis and determined that qualifying plants' Joint Ergonomics and Industrial Hygiene Programs would benefit from the addition of a UAW IHT-JET Alternate. The Joint Parties agree that the following requirements shall apply to the UAW IHT-JET Alternate position:

- The UAW IHT-JET Alternate must complete practical ergonomics training prior to being able to function as the alternate for the JET.
- The UAW IHT-JET Alternate must complete initial Industrial Hygiene training prior to being able to function as the alternate for the IHT.
- Terms of Utilization:
  - Absence Replacement – If a plant's UAW IHT-JET is absent for one day or more the UAW IHT-JET Alternate will be utilized until the plant's UAW IHT-JET returns.
  - Launch Support – The Parties agree that a plant starting a new or major launch will utilize its UAW IHT-JET Alternate to support launch activities or as a replacement for the UAW IHT-JET who will be made available to support launch activities
  - In addition, the site may utilize either the UAW IHT-JET or UAW IHT-JET Alternate for earlier design activities such as: virtual builds, new tooling design builds, new container/rack reviews or buy-offs, support new product launch builds at PPO or

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MEY

the site, and/or workstation readiness support.

- If the IHT-JET Alternate has not been utilized in one of the above capacities, the plant will utilize them once per quarter to complete the following: one risk factor checklist (RFC), one secondary analysis, and a validation of an ergonomic corrective action. A member of the JETT should accompany the alternate when performing an RFC and secondary analysis.
- The Joint Parties agree that any other utilization of the UAW IHT-JET Alternate must be jointly agreed upon by the Key 4.

NEW

EXCERPTS FROM THE MINUTES OF JOINT PROGRAMS SUBCOMMITTEE

SUBJECT: ADAPT Program

During the current negotiations, the National Parties reaffirmed the ongoing commitment to jointly support the UAW-GM ADAPT (Accommodating DisAbled People in Transition) Program.

It was agreed that the UAW–GM Joint ADAPT Committee of the LMC Trust will continue to review and evaluate all cost savings opportunities, reduce redundancies, streamline processes, apply flexibility where appropriate, and utilize current technologies to ensure continuous improvement of the current ADAPT Program.

The parties discussed the value of the DLARS (Disability Leave of Absence Reporting System) report which contains data related to monthly disability No Job Available Within Restrictions (NJAWR) rates. This report will continue to be reviewed monthly by the UAW–GM Joint ADAPT Committee of the LMC Trust.

The parties discussed the importance of evaluating restrictions for employees participating in the ADAPT Program. To this end, restricted employees who participate in ADAPT will have their restrictions evaluated by a GM medical practitioner as soon as possible but no later than three (3) business days from when the employee presents to Medical.

Consistent with Document No. 121 for delivery of appropriate training for local ADAPT representatives the parties also discussed the need for two National ADAPT training events. In that regard, specific ADAPT Program content will be jointly developed and presented to the local ADAPT representatives during the life of the 2023 Agreement. It is agreed that one National ADAPT Training event will be conducted at the building provided by the LMC Trust and one training event will be conducted in conjunction with a Health and Safety Conference during the life of the 2023 Agreement. Specifics of the training event will be jointly agreed to by the UAW-GM Joint ADAPT Committee of the LMC Trust and approved by the Board of Trustees, and/or UAW-GM Labor Management Committees Trust Fund.

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DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP MEY

The parties further agreed that topics covered within this document will be included in part as ADAPT training.

The parties agree that it is in the programs interest to ensure that newly appointed local ADAPT representatives are trained in a timely manner. In that regard, it is agreed that training will be scheduled within one month of the employee's appointment. To expedite training, it may be provided virtually.

To further communication, a Joint ADAPT call will be coordinated quarterly to engage local ADAPT representatives and the Disability team.

The parties agree that within 120 days of ratification of the 2023 UAW-GM National Agreement, the joint parties will develop a pilot ADAPT Process Check to ensure compliance to the Six-Step Process, provide coaching, and share best practices. This pilot will include opportunities to identify, document and track metrics that may be of mutual interest. The pilot will be conducted at facilities near the building provided by the LMC Trust. This process will be jointly developed and approved by the UAW-GM Joint ADAPT Committee of the LMC Trust and/or Board of Trustees. Results from the pilot will be shared with the Board of Trustees of the LMC Trust for evaluation.

Any issues escalated to the UAW-GM Joint ADAPT Committee of the LMC Trust by the Key 4 will be jointly reviewed and responded to.

This excerpt will replace the "Excerpt From The Minutes ADAPT Program" from 2019.

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NEW

EXCERPTS FROM THE MINUTES
OF JOINT PROGRAMS SUBCOMMITTEE

SUBJECT: Diversity Awareness

The Parties agree that maintaining an effective Diversity Training Program demonstrates our continuing commitment to foster a culture of diversity and inclusion at all GM facilities.

Consistent with this shared vision, the Parties agreed to continue to develop and build upon a plan to identify action items to improve the content and delivery of the Diversity Training Program available to the Local Joint Equal Application members.

Additionally, the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust will make materials available which can be used by the Local Key Four to promote Diversity Awareness on a continuous basis. Standardized Diversity training will continue to be included in the New Hire Orientation materials developed by the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust. Should any issues arise with the implementation of Diversity initiatives they will be brought to the attention of the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust for resolution.

The UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust will review Doc 30 GM Equal Opportunity Employment Policy to ensure understanding.

The UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust will provide annual training for members of the Local Equal Application Committee as appropriate. Where mutually agreed, T3 training will be made available. Content, format, duration, attendees, timing, and tracking will be jointly developed and agreed upon by the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust.

During the life of the 2023 National Agreement, the UAW-GM Joint Diversity and Equal Application Committee of the LMC Trust will make recommendations to the Board of Trustees for enhancements to the Diversity training

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SEP 11 2023

DATE INITIALED:

INITIALED BY PARTIES: MP mcy

program content. The updated content will be made available to the Local Equal Application Committee for use at all UAW-represented GM locations as deemed necessary and appropriate.

This excerpt will replace the "Excerpt From The Minutes Diversity Awareness" from 2019.

355

NEW

EXCERPTS FROM THE MINUTES
OF JOINT PROGRAMS SUBCOMMITTEE

SUBJECT: Tuition Assistance Guideline Updates

During the current negotiations the Company committed to support the Tuition Assistance Program (TAP). The discussions centered on the current TAP Administrative guidelines.

Within 90 days of ratification, the joint parties will review the guidelines content regarding the following:

- Jointly investigate the feasibility of adding an employee reimbursement option, in addition to the current voucher process, during our upcoming statement of work requirements review with the vendor
- Jointly review all Personal Enhancement courses for additions and/or deletions
- Jointly update the appeal process for maintaining active TAP status when an employee fails a course, including the STARC program

The TAP Administrative guidelines and training material will be jointly updated as required.

This excerpt supersedes the Excerpt Tuition Assistance Guideline Updates of 2019.

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MEY

NEW

**EXCERPTS FROM THE MINUTES
OF JOINT PROGRAMS SUBCOMMITTEE**

SUBJECT: WORK/FAMILY INTERNAL CERTIFICATION

The Joint Work/Family Program provides important services to General Motors - UAW represented employees. To that end, the Board of Trustees of the UAW-GM Labor Management Committees Trust Fund or their designated representatives will develop and deploy a two (2) stage Internal Certification Education and Training Program.

Stage one (1) - Basic Internal Certification:
Consists of two (2) components:

- Work/Family Basic Training
- Mental Health Awareness

Stage two (2) - Advanced Internal Certification:
Consists of more advanced training including such topics as Adolescent Substance Abuse, Depression, Elder Care Timeline and Dementia, T3 Early Intervention in support of Doc 114, current industrial trends, etc.

In addition to the above, Work/Family Representatives have access to a wide variety of program materials which allow them to function effectively.

It is expected that Doc. 46 Work/Family Representatives and designees will achieve Basic Internal Certification within 12 months of appointment.

This excerpt will replace the "Excerpt From The Minutes Work/Family Internal Certification" from 2019.

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DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: MP 1154

NEW

EXCERPTS FROM THE MINUTES OF JOINT PROGRAMS/EDUCATION AND TRAINING SUBCOMMITTEE

SUBJECT: Training Development Planning

During the current negotiations, the parties discussed the Training Development Planning Process (TDPP) used for addressing the training requirements of UAW-GM employees. The parties recognized that, in order for the TDPP to continue to be successful, it must be supported by a robust electronic system.

As a result, the parties agreed that a training plan administration system would continue to support TDPP for the purpose of implementing, planning, tracking and reporting training for UAW-GM employees. Relevant existing or new training data will be fed into a training plan administration system from GM's Global Learning Management System (LMS) and/or other appropriate company systems.

The Company will also be responsible for deployment, maintenance and support of the training plan administration system. It is understood that the parties will provide joint data input into GM's LMS and/or other company systems that will be used to provide a training plan administration system functionality and support for TDPP. When changes occur to the training plan administration system, including any correlating applications, these changes will be jointly reviewed. The Company will ensure the changes are updated in a timely manner. It is agreed that the training plan administration system training materials will be jointly developed and updated as required. Within 120 days of ratification, the parties agree to discuss the need for a common electronic needs analysis tool.

Additionally, the National Parties agree that the Board of Trustees of the UAW-GM LMC Trust Fund and/or UAW-GM Joint Skill Development and Training Committee will jointly identify current subject matter experts from UAW-represented facilities to form a training plan administration system advisory committee to address common system issues, assist with testing, and review updates associated with it.

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MEY

This Excerpt replaces the "Excerpts From the Minutes
Training Development Planning" from 2019.

NEW

EXCERPTS FROM THE MINUTES
OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: 3D Printing

The parties had many discussions regarding the deployment and use of 3D printers. The Union raised concerns that work normally and historically performed by Skilled Trades employees is being performed by non-Bargaining Unit employees using 3D printers. The work performed using 3D printers and the creation of Additive Labs is intended to introduce a collaborative and flexible workspace that will maximize the impact of this technology.

Bargaining Unit employees may use 3D printers in the performance of normal and historical bargaining unit work. Where agreements and/or understandings do not already exist, the Local Parties are encouraged to discuss and determine the parameters of the use of the technology.

Furthermore, the parties acknowledge the existence of Local Memorandums addressing the use of 3D printers and it is not the intent of the parties through this Excerpt to modify any aspect of those understandings.

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DATE INITIALED: OCT 2 4 2023

 INITIALED BY PARTIES: MP MEJ

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Apprentice Related Matters

During these negotiations the Parties had lengthy discussions related to ongoing concerns regarding the Apprentice Program. Consequently, the Parties have agreed to the following:

All Apprentices:

- The National Parties will utilize the Global Technical Learning University (GTLU) for centralized apprentice training followed by the Structured on the Job Learning (SOJL) process in their home plants during their apprenticeship.
- Upon being indentured, Apprentices shall receive the $5,000 relocation allowance for those required to relocate outside of their designated Area Hire.
- Company agrees to a 1:1 replacement of apprentices if an apprentice voluntarily leaves the program during the first four (4) periods.
- Apprentices will be able to expense their meals on a GM corporate credit card consistent with the GM Travel and Expense Policy. With the following exceptions,
  - The daily expense limit will be up to $75 per day. When breakfast is included as part of the hotel daily rate, breakfast will be excluded, and the daily expense will be up to $60.
  - The travel day expense limit will be up to $35. When breakfast is included as part of the hotel daily rate, breakfast will be excluded, and the expense will be up to $20.
  - Any expense in excess of the daily limits detailed above, will be deducted from the employee's pay.

This excerpt replaces the previous 2019 "Excerpt from the Minutes of Skilled Trades Subcommittee Subject: Apprentice Related Matters."

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SEP 11 2023

DATE INITIALED:_____

INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: APPRENTICE SELECTION AND PLACEMENT

During these negotiations, the parties held lengthy discussions regarding our current and future skilled trades work force; and remaining consistent with Document No. 63 of the UAW-GM National Agreement, the Company has agreed to place their primary reliance on the GM-UAW Apprenticeship Program as the training source for future skilled tradespersons.

The GM-UAW Skilled Trades and Apprenticeship Committee and General Motors Manufacturing Engineering (GMME) have taken great strides to ensure that current and future apprentices and journeypersons receive the most up to date and relevant related technical instruction through the GM Global Technical Learning University (GM-GTLU) located in Warren, Michigan. The Parties agree that there will be continued and ongoing support and investment into the training of UAW-GM Skilled Trades Persons through the GM-GTLU for the training of GM-UAW apprentices.

Apprentice Eligibility/Selection Procedures

Under the GM-UAW-Skilled Trades Apprenticeship Readiness Certificate program or STARC, those seeking placement into apprenticeship will complete the STARC program classroom courses through an approved accredited educational institution with a 75% or better. The GM-UAW Skilled Trades and Apprentice Committee will evaluate this grade standard and make changes to the requirement if deemed appropriate. UAW-GM Seniority candidates may utilize their Tuition Assistance Program (TAP) funds to take these courses.

Internal Candidates

Upon proof of successful completion of the coursework, and through official transcripts sent directly to the GM-UAW National Apprentice Committee from an approved educational institution, candidates will be awarded their STARC Certificate of Completion following the validation from the National Apprentice Committee. Candidates verified with STARC completion will have their name and

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SEP 11 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MSG

GMIN entered onto selectable lists for the locations and skilled trades classification preferences they have chosen for placement in apprenticeable trade classifications. Candidates will be compiled on STARC ready lists for the applicable periods in which they receive their certificate.

The semi-annual windows will open January 1st and close at the end of business on June 30th and open on July 1st and close at the end of business on December 31st.

External Candidates

Upon proof of successful completion of the coursework, and through official transcripts sent directly to the National Apprentice Committee from an approved educational institution, external candidates will be included on STARC ready lists for the applicable period in which they receive their certificate.

The semi-annual windows will open January 1st and close at the end of business on June 30th and open on July 1st and close at the end of business on December 31st.

STARC Ready List

The STARC ready lists shall be provided to the Local Apprentice Committees no later than March 1st and September 1st of each year in accordance with Paragraph 127(f) of the UAW-GM National Agreement.

The GM-UAW National Apprentice Committee shall track and notify the locations of placement of apprentices from their provided STARC ready lists as allocations become available.

Apprentice Placement

STARC Ready Candidates selected for apprenticeship placement shall be placed in locations where preference is selected from the updated list under the following process:

- Overall corporate seniority.
  - Actual completion date of STARC program
  - If seniority and STARC completion are tied, then GMIN in ascending order shall apply.
- Consideration of EEOC and positive outreach under 29 CFR 30 may be applied when STARC completion dates, seniority and other factors are equal.
- A maximum of one (1) external non-seniority candidate for every three (3) GM-UAW seniority candidates may be selected.

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Temporary employees that have completed the STARC program requirements will be considered as internal seniority candidates.

Apprentices can submit paid receipts, demonstrating proof of personal payment, for STARC classes after 90 days of indenture, provided previous TAP or other scholarships, grants, reimbursements, etc. were not used to pay for STARC.

Apprentice Job Offers
Customer Care & Aftersales (CCA) employees can be provided up to three (3) offers. All other internal candidates from any other GM-UAW facility can be provided up to three (3) offers, of which, one (1) must be at their home location.

Any issues or concerns that may arise as a result of the implementation of this understanding shall be forwarded to the GM-UAW Skilled Trades and Apprentice Committee for resolution.

This excerpt replaces the 2019 "Excerpts from the Minutes of Skilled Trades Subcommittee Subject: Apprentice Selection and Placement:"

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EXCERPTS FROM THE MINUTES
OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Apprentice Wage Increases

During these negotiations the Union expressed its concern, that apprentices would not be included in any production wage increases included as part of the 2023 National Agreement. Management confirms that apprentices, who came from a production classification, would be paid appropriate production wage rates up until the apprentice progression wage rate exceeds any potential production wage increase.

This excerpt replaces the 2019 "Excerpt from the Minutes of Skilled Trades Subcommittee Subject: Apprentice Wage Increases".

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DATE INITIALED: OCT 30 2023

INITIALED BY PARTIES: MP MSG

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: BASIC ELECTRICAL CONTENT

During the current negotiations, the National Parties discussed the Fundamentals of Electricity course for Electrician Apprentices and suggested updates. Following the provisions of Paragraph 122 (a) and (b) of the National Agreement, updates to the Related Training will incorporate adding curriculum and content to include relevant applications and overview of the following:

- Use and Identification of Grounded Conductors
- Overcurrent Protection
- Grounding
- Wiring Methods
- Industrial Control Panels
- Motors, Motor Circuits, and Controllers
- Transformers and Transformer Vaults

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP MSJ

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: CCA Skilled Trades Transfer Process

This confirms the agreement reached between the parties to eliminate the 2016 Memorandum's of Understanding pertaining to the CCA External Electrical and Mechanical Hiring. Accordingly, upon ratification of the 2023 National Agreement all external Skilled Trades hiring at CCA will follow the current hiring process used in manufacturing for Skilled Trades external hiring. Additionally, the Skilled Trades Transfer Process outlined in the 2023 National Agreement Administrative Letter will apply to all CCA Skilled Trades across all sites. A manufacturing support training plan will need to be developed by the local parties, subject to National Skilled Trades and Apprentice Committee approval for any CCA Skilled Trades who transfer outside of CCA under the Skilled Trades Transfer Process.

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DATE INITIALED: OCT 2 4 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Clarification of Tool & Die Maker Classification

During the current negotiations, the National Parties discussed the Memorandum of Understanding Tool & Die Maker Clarification, dated May 6, 2013, and March 22, 2016. Specifically, the application of the Tool & Die Maker classification's skilled trades date of entry.

For those skilled tradespersons who have a UAW Tool & Die Maker journeyperson card or have a UAW-GM Tool & Die Maker certificate of completion of an apprenticeship can apply to transfer into a Toolmaker or Die Maker opening, and will maintain their Tool & Die Maker skilled trades date of entry at General Motors.

It is the employee's responsibility to provide the aforementioned credentials to Local Human Resources/Labor Relations to ensure that their skilled trades date of entry is accurately reflected in GM systems.

This excerpt supersedes any previous agreements on this same topic.

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SEP 8 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEJ

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Elimination of Skilled Trades Competency Bonus

During the current negotiations, the National Parties agreed to terminate the 2019 "Excerpts from the Minutes of Skilled Trades Subcommittee: Training Competency Bonus", no requests for a training competency bonus will be honored.

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DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Skilled Support Operator Classification in GM-UAW Engineering Centers

During the current negotiations, the National Parties have had lengthy discussion regarding the Skilled Support Operator (SSO) classification at the Engineering Centers and the expiration of the Memorandum of Understandings, titled, Warren Technical Center, NAETC and Pontiac PPO UAW-GM Skilled Support Operator Wage & Benefit Agreement.

To this end, the Parties agreed to the following:

- Within 120 days of the effective date of the 2023 GM-UAW National Agreement, the National Parties, with the assistance of the Local Apprentice Committees, will establish an application period for current SSOs and former SSOs with recall rights to their former location, to express their desire to receive an offer to transition to an open skilled trades job as a Journeyperson-in-Training (JIT).
- All existing SSOs will be classified as an other-than-skilled (OTS) employee at their home location until a skilled trades job offer has been accepted or declined. If declined, they will remain in the appropriate OTS classification.
- Eligible employees will be given one (1) skilled trades job offer at their home location or in their area hire, provided the employee expresses interest in a skilled trades JIT position, and passes an assessment developed jointly by the Local Apprentice Committee.
- Skilled Trades JIT offers will be made prior to the new hire step in the Skilled Trades Transfer Process. This offer will be made to in-plant SSOs prior to other area hire SSOs.
- Current SSO employees will not qualify for a skilled trades JIT offer, if any of the following apply:
    1. Refuses an internal (in-plant) or area hire offer,

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DATE INITIALED: SEP 11 2023

INITIALED BY PARTIES: HP MEY

2. Fails to submit an application by the date established by the National Parties, or
3. Fails to pass the assessment

- Each employee selected will be required to successfully complete their required uniform shop training and related training plan.
- All work assignments performed by SSOs will transition to OTS or skilled trades classifications as appropriate.

This initiative will continue until former SSOs, who are qualified to receive a skilled trades job offer, defined under these provisions, as of the effective date of the 2023 UAW-GM National Agreement, have been given one opportunity to be placed into a skilled trades JIT position.

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NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Skilled Trades Employee Referral Programs

During the current negotiations, the National Parties discussed the challenges that exist with staffing Skilled Trades openings across the United States.

The Parties agreed to develop and implement a process for UAW-GM employees to refer external Skilled Trades candidates to apply for open Skilled Trades positions. Candidates meeting the qualifications established by the General Motors (GM) Selection Process will be considered for Skilled Trades employment opportunities in accordance with the Company's equal opportunity employment policies.

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DATE INITIALED: SEP 8 2023

 INITIALED BY PARTIES: MP MSY

NEW

EXCERPTS FROM THE MINUTES
OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Substation Safety

During these negotiations the parties discussed certain emergency situations when electricians may be assigned to work in and around a substation. As a result, the parties have agreed to study the substation risks at each specific site, determine the training needs to ensure worker safety, and execute the solutions as appropriate. The parties will continue to build on the success of this program through on-going interaction with Site Joint ESWP SMEs looking for opportunities to improve as needs are identified going forward. Nothing in this language is intended to affect or reverse execution of the provisions reflected in Document 159 for exiting non-strategic Skilled Trades work, such as the complete exit of all substation work.

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DATE INITIALED: OCT 6 2023

INITIALED BY PARTIES: MP

NEW

EXCERPTS FROM THE MINUTES OF SKILLED TRADES SUBCOMMITTEE

SUBJECT: Two (2) Year Requirement for Apprentices

During the current negotiations, the National Parties discussed the Union's concerns regarding Apprentices and the requirement for them to remain an employee of the Company for at least two (2) years following the completion of the Apprentice Program.

The parties acknowledged that there were many unforeseen circumstances during the life of the 2019 National Agreement which contributed to a delay in the completion of certain apprenticeships.

To address the Union's concerns, on a one-time basis and for those Electrical Apprentices indentured in 2017, 2018, and 2019, the Company will modify the two (2) year requirement stated in Paragraph 14 of "Exhibit A" of Attachment B in the Apprentice Training Agreement. This enables these Electrical Apprentices to leave the Company without repayment obligations after meeting the two (2) year requirement upon completion of on-the-job hours to become an in-plant journeyperson.

This agreement does not waive and or modify the Company's right to require or enforce a "years of service" obligation as part of the Company's terms of employment for any other Apprentice or employee.

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SEP 11 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF SOURCING SUBCOMMITTEE

SUBJECT: Gatekeeper Further Understanding

During 2023 bargaining, the parties met and established understandings of the Gatekeeper process. The Union expressed concern that the existing practice of earning credits from new segment vehicles would create a surplus of offsets through the EV transition. The parties agreed that the spirit of earning offsets is to provide a process that still upholds the intent of the moratorium.

For the terms of the 2023 agreement the company will not earn credits for the new EV nameplates produced at Orion Assembly as well as any new EV nameplate announced after ratification of the 2023 agreement unless mutually agreed upon. Next generation, mid cycle major (MCM), uplift, etc base engineered content (BEC) and insourcing will be the only means of earning credits unless mutually agreed to deviate.

All Gatekeeper decisions prior to the expiration of the 2019 agreement will remain in effect.

The parties agreed that there will be 1 central Gatekeeper process for GMCH, CCA and Manufacturing.

The parties agreed to establish a new beginning balance of credits within 90 days of ratification.

Gatekeeper credits earned are to be reviewed in the quarterly Gatekeeper joint meeting. New credits earned shall be applied to a future sourcing action within 12 months of acquiring unless mutually agreed to extend.

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DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEJ

NEW

EXCERPTS FROM THE MINUTES OF SOURCING SUBCOMMITTEE

SUBJECT: Permanent Reallocation of Work Between UAW-GM Facilities

During the 2023 negotiations, the parties discussed the current practice of permanently reallocating work between UAW GM facilities. The parties agreed that prior to any such move, a BRT review will be held when the affected work is at least one (1) full time equivalent head.

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SEP 11 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MSG

NEW

EXCERPTS FROM THE MINUTES
OF SOURCING SUBCOMMITTEE

SUBJECT: Stamping BRT

The NAETC will be an agenda item in the stamping BRT.

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DATE INITIALED: OCT 2 8 2023

xstampA01 1 INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES
OF SOURCING SUBCOMMITTEE

SUBJECT: Stamping BRT Insourcing Review

Within 90 days of the effective date of the agreement, the parties will have a stamping review to evaluate and discuss purchased stampings for potential insourcing consideration.

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DATE INITIALED: OCT 2 8 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF SOURCING SUBCOMMITTEE

SUBJECT: Supplier Engagement

The Company and the Union have held discussions with regard to the potential benefits to both parties of engaging the appropriate UAW Representative(s) in a regular information sharing forum during the development of a Program Sourcing Plan. It was discussed that by so doing, the participating UAW Representative(s) will be able to engage UAW represented GM suppliers to offer the Union's assistance to those suppliers to become more competitive in the areas of total enterprise cost, quality, delivery and/or service, with the intent to improve the overall competitiveness of the supplier.

To this end, the parties have agreed that on a monthly basis, a meeting will be held that will include representatives from Global Purchasing and Supply Chain, the International UAW GM Department, the UAW President's Office and GM Labor Relations. The purpose of this meeting will be to review, by Commodity Team, the sourcing pipeline for the next twelve (12) month period, for each Team. The number of commodities reviewed each month will vary and an agenda will be published in advance.

The commodity information to be shared in these meetings may include:

- Commodity / Part name
- Program(s) expected to be sourced during the next twelve (12) months
- Sourcing milestones for the Program(s), which will include timeline identification, an understanding of which commodities will be designated as participating in the Strategic Supplier Process (SSP), if any, what the Statement of Requirements (SOR) issuance date will be, and what date is projected for source selection
- Whether there are any UAW-represented suppliers on the bid list; and
- Excluding piece price or other confidential information and without comparison to other

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MSY

suppliers, GM's perceptions of the quality, service, delivery and general competitiveness of the particular UAW-represented supplier.

If there are UAW-represented suppliers in operation that produce the commodity being discussed that are not expected to be included on the bid list, the parties will discuss the reason(s) for the Company not including such suppliers and whether there are any actions or interventions the UAW can take to help affect the bid status of that supplier.

The parties understand that the bid list and sourcing decision are at the sole discretion of the Company. The parties also understand that this process will not require or permit the Company to release any proprietary supplier or Company information, nor can it compromise the integrity of the GM Global Purchasing Process.

To the extent that suppliers, whether UAW-represented or not, identify objections to this process, GM will confer with the Union prior to making any changes to the process.

In addition to the above described monthly meetings, there will be a quarterly meeting held that will be attended by the Vice Presidents of Purchasing, Labor Relations and the GM Department of the UAW, unless deemed not required based on the progress of the monthly meetings. During this quarterly meeting, the participants in the regular monthly meetings will present a summary of activities they have engaged in during the past three months.

The exact participants in the monthly meetings as well as a schedule of the monthly and quarterly meetings will be established within 60 days following receipt of notice of ratification of the 2023 GM-UAW National Agreement.

The parties discussed the supply base concerns and opportunities to create and preserve jobs through the use of problem solving tools and Operational Excellence (OpEx). The company will make available OpEx training on an annual basis to the UAW-GM Sourcing Department and mutually agreed upon Union designees. This training will be provided in person or virtual through LMS and may include Quick Win, Green Belt (project leader) and Black Belt. The parties may mutually agree to add or modify the training frequency and material on a case-by-case basis.

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NEW

EXCERPTS FROM THE MINUTES
OF THE WORK/FAMILY SUBCOMMITTEE

SUBJECT: Training

During the current negotiations the parties discussed training opportunities for Doc. 46 Work/Family Representatives. Such opportunities have included attendance at two (2) annual training meetings and attendance at one (1) annual professional development conference. The parties expressed their mutual intent, based upon current business conditions, for such training opportunities to be continued.

Additionally, it was understood that the designee may replace the Doc. 46 Work/Family Representative at one (1) of the annual training meetings.

It was understood that attendance at such training opportunities is subject to approval by the Board of Trustees of the UAW-GM Labor Management Committees Trust Fund or their designated representative(s).

This excerpt will replace the "Excerpt From The Minutes Training" from 2019.

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MEY

NEW

EXCERPTS FROM THE MINUTES OF THE WORK/FAMILY SUBCOMMITTEE

SUBJECT: UAW-GM Work/Family Manuals

The parties discussed matters that are covered in the UAW GM Work/Family Policy and Procedures Manual, as well as the UAW-GM Program SPEC Standards Manual. More specifically, the parties discussed the following:

Confidentiality – The parties reaffirmed the importance of maintaining employee confidences consistent with the relevant provisions of the Work/Family Policy and Procedures Manual and/or the UAW-GM Program SPEC Standards Manual. Any problems encountered with respect to confidentiality should be promptly brought to the attention of the UAW-GM Joint Work/Family Committee of the LMC Trust for investigation and resolution.

Critical Incident Response - The parties recognize the importance of having a clearly defined Critical Incident Response process to support GM facilities when critical incidents occur. It is agreed that within 90 days of the ratification of the 2023 National Agreement, the UAW-GM Joint Work/Family Committee of the LMC Trust will update a mutually agreed-upon Critical Incident Response process. This process shall be documented in the UAW-GM Work/Family Policy and Procedures Manual. Any subsequent updates or revisions to the process shall also be jointly approved and incorporated into the manual.

Program and SPEC Manual Updates – The parties agree that the UAW-GM Joint Work/Family Committee of the LMC Trust will jointly update and combine the UAW-GM Work /Family Policy and Procedures Manual and the Standardization and Program Enhancement Committee (SPEC) Program Standards Manual. A joint process will be developed for the UAW-GM Joint Work Family Committee of the LMC Trust to validate SPEC Self-Assessments through an on-site pilot conducted at local facilities. Results of the pilot will be shared with the Board of Trustees of the

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MEY

LMC Trust for evaluation, and as appropriate rolled out across all UAW Represented General Motor's facilities.

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NEW

EXCERPTS FROM THE MINUTES
OF THE WORK/FAMILY SUBCOMMITTEE

SUBJECT: Work Family

During the current negotiations the parties discussed several matters regarding the successful Work/Family Program. The discussions centered around Local Work/Family Representatives having appropriate office equipment, Work/Family Program awareness training, and temporary Local Work/Family Representative support.

As a result of those discussions, it was agreed that UAW Document 46 Work/Family Representatives would be provided appropriate General Motors' office equipment.

The parties agreed that Work/Family Program awareness training should be provided to the workforce. To this end, the parties agreed that the UAW-GM Joint Work/Family Committee of the LMC Trust Fund will provide the Local Parties with Work/Family awareness training and materials for use as directed by the Key Four. Additionally, the material will be available online.

Further, there may be situations in which a Local Work/Family Representative may need temporary support in handling Work/Family duties. To this end, the parties agreed that, at the discretion of the Key Four, a current Document 46, or current locally or nationally appointed representative, may temporarily perform Work/Family duties as deemed necessary by the local parties. Basic awareness training for this designee will be provided by the UAW-GM Joint Work/Family Committee of the LMC Trust. Any plant having a population of less than 200 employees where the current Doc 46 Local Work/Family representative is unable to service off-shift employees adequately may petition the UAW-GM Joint Work Family Committee of the LMC Trust to address the resource limitation.

This excerpt will replace the "Excerpt From The Minutes Work Family" from 2019.

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DATE INITIALED: SEP 15 2023

INITIALED BY PARTIES: MP MEY

UAW/Ultium Response	23-21
Date	10/11/2023
Time	12:00 PM

Article 23: 2023 Health and Safety

The Company recognizes that health and safety is as an overriding priority. The implementation of actions to help our employees realize a healthy, injury-free environment is a responsibility of all parties identified in this article. The Union will work with the Company in maintaining and improving a safe and healthy working environment. The parties agree to use their best efforts jointly to achieve these objectives.

The Company recognizes that its employees are its most valuable asset. The health and safety of employees is vital for the effective and efficient operation of the company. Success of this program is dependent upon a relationship built on mutual trust and respect, and a willingness to work jointly in resolving issues and concerns in the health and safety arena. In recognition of that principle, the parties agree to the following "Article" and "Attachment A":

Section 23.1 UAW and the Company Health and Safety Process

It is the intent of the parties in negotiating an agreement for health and safety to consider both the needs of the Company and the needs of the employees, with safety as the overriding priority. Success of this program is dependent upon a relationship built on mutual trust and respect, and a willingness to work jointly in resolving issues and concerns in the health and safety arena. The parties agree that a National Joint Health and Safety Committee (NJC) and the Local Joint Health and Safety Committee (LJHSC) will be implemented within 90 days of ratification and be empowered to make mutually satisfactory modifications and additions to the health and safety portion of this agreement, providing they are at least as protective as Federal or State regulations, applicable consensus standards, or approved programs and/or language set forth in any other portion of this Agreement. The National Joint Health and Safety Committee (NJC) and Local Joint Health and Safety Committee will be formed, trained, and empowered to dealing with a broad range of health and safety subject matters. The parties will develop a joint health and safety process that allows for continuous improvement and the resolution of health and safety issues, differences, and misunderstandings. That process provides for the review and expeditious resolution of health and safety issues at various levels including:

- **A.** The Local Joint Health and Safety Committee
- **B.** Safety Review Board
- **C.** The National Joint Committee on Health and Safety

The parties recognize that Section 23.2 of this Article describes an additional procedure for resolving health and safety issues. The parties agree that health and safety issues that meet any of the following criteria may be resolved in an expeditious manner using the procedure described below if the issue:

A. Involves a disagreement about imminent danger
B. Would significantly impact the Company
C. Involves a policy issue not already covered within the UAW and the Company jointly agreed upon policies for health and safety
D. Is a result of new processes or technological advances

Section 23.2. Health and Safety Employee Safety Concern and Complaint Process

The parties agree to use a joint health and safety process to improve health and safety within the plant and expeditiously resolve health and safety issues, as they arise, at the appropriate level.

It is the intent of the parties to address and resolve health and safety issues as they arise during the course of the existing contract. Utilizing the two processes below will help fulfill the goal of both parties to resolve all Health and Safety issues as quickly as possible.

Furthermore, each Committeeperson and Supervisor shall conduct a joint safety observation tour of their department one weekday each week for the purpose of examining health and safety conditions. The Committeeperson may call for the Local Joint Health and Safety Committee to take measurements of noise, air flow and chemical exposure utilizing equipment authorized by the National Joint Committee where appropriate training has been completed. The Committeeperson will discuss with the supervisor and, failing successful resolution, with higher supervision, any problems which the Committeeperson feels requires correction. Every reasonable effort shall be made to settle the concern utilizing the two processes below. If the problem remains unresolved, the Committeeperson may complete a "Health and Safety Complaint Form", which will be input electronically, and a printed copy will be provided, with all complaint statements included, as requested (described in this sections A-C below).

The first process to be utilized is the Employee Safety Concern Process (ESCP). This process will be the first line of defense to resolve safety concerns.

The ESCP will be the following:

Quick Resolution

1. An Employee presents a safety concern to their direct supervisor.
2. If the supervisor resolves the issue, then the Corrective Action (CA) is reviewed with the employee and all affected personnel and is implemented.
3. The Safety Concern is resolved.

Delayed Resolution

1. If the direct supervisor cannot resolve the safety concern within 24 hrs., the concern is logged into a tracking database system and documented on the floor level Business Plan Deployment (BPD) Board Safety Countermeasure sheet for visibility to the employee and the full team.
2. The Supervisor then posts an updated list of the Safety Concerns onto their BPD Board.
    a. The Champion of the Safety Concern is the direct Supervisor.
3. The Supervisor investigates the safety concern with all affected employees and confers with the Joint Safety Team, if needed, for possible advice and resolution. Any resolution will be communicated to all shifts within the department.
4. Employee Safety Concerns not corrected within 7 days will be automatically escalated to the Area Manager. Serious issues beyond control of the Supervisor should be escalated immediately. The Area Manager will continuously review the concern, with the assistance of the appropriate Committeeperson, Joint SME's, LJHSC, Joint Champions and provide recommendation(s) for corrective action(s), if needed, until all attempts for resolution have been exhausted.
5. Employee Safety Concerns not corrected within 30 days will be reviewed at the Safety Review Board (SRB). The SRB makes recommendation for corrective action, if needed. Should the SRB identify a countermeasure that is acceptable to the employee, the concern shall be deemed resolved.

The second process to be utilized is the Health and Safety Complaint Process.

This process will be followed when:

1. No countermeasure has been proposed by the employer within ten (10) days of the concern being entered; or
2. The Area Manager has proposed a countermeasure which the employee(s) are unsatisfied with, and fourteen (14) days have passed since the concern was entered.

Complaints by employees concerning health and safety issues may be taken up in accordance with the Joint Parties with the understanding, however, that the Committeeperson, if called, will discuss the matter with the supervisor and, failing resolution, with higher supervision. If the matter is still not resolved, the Committeeperson may complete, electronically, a "Health and Safety Complaint Form". A Health and Safety Complaint Form submitted to the appropriate supervisor will initiate the complaint process.

A. The area manager will give Management's answer promptly in writing on the "Complaint Form" which will be automatically transmitted to the employee,

Committeeperson, and a representative of the Local Joint Health and Safety Committee

B. The Local Joint Health and Safety Committee will within two (2) working days visit the area where the complaint arose and observe the conditions complained of. Within a maximum of three (3) working days from the day of their visit, the Local Joint Health and Safety Committee will answer the complaint in writing. A unanimous decision by the Local Joint Health and Safety Committee will settle the issue. Failing such unanimous decision, the complaint will be discussed at a special conference attended by the Union and Management members of the LJHSC, the Chairperson of the Shop Committee or the Chairperson's designated representative, and another member of Management. If the parties are unable to resolve the complaint at the special conference, the complaint will be answered by Local Management within five (5) working days. Thereafter, Article ten (10) of the CBA will be applicable. Thereafter, the regular Grievance Procedure of the CBA will be applicable.

C. Health and safety complaints affecting substantial groups of employees may be initiated by the Health and Safety Representative. To do so, the representative shall submit a completed "Health and Safety Complaint Form" to the Chairperson of the Shop Committee. Should the Chairperson of the Shop Committee, upon investigation of the complaint, determine that the complaint has merit, the Chairperson shall sign the form and present it to Management in a special conference as outlined above within five (5) working days.

If either the Company or the International Union, UAW wish to modify the portion of Section 23.2 above, it will give a sixty (60) day written notice to the other party, listing the specific reasons for termination or modification of this section of the agreement. Within the sixty days, a mutually satisfactory meeting date will be arranged.

Section 23.3. The Company agrees to:

A. Provide the necessary or required personal protective equipment, devices, and clothing at no cost to employees. Problems in this regard will be worked out locally.

B. Provide all equipment that may be necessary for measuring noise, air contaminants, and air flow, which will be available for use by the representatives of the Local Joint Health and Safety Committee. Industrial hygiene monitoring equipment will be available as requested for use by the representatives of the Local Joint Health and Safety Committee. The Company will work with the UAW to ensure that the industrial hygiene monitoring equipment complies with safety requirements.

C. Provide training for members of such Local Joint Health and Safety Committee, and education and training in health and safety for all employees.

D. Disclose the identity of chemicals or materials to which employees are exposed, including any information regarding remedies and antidotes for such chemicals, to exposed workers, and the Local Joint Health and Safety Committee.

E. Provide staff and medical facilities to address various medical needs. In addition, the Company will provide the guidelines necessary to implement the Voluntary Emergency Medical Response Team.

F. Provide at no cost, medical services, physical examinations, and other appropriate tests including but not limited to audiometric examinations, lung function tests, and appropriate medical surveillance to employees who come into direct contact with potentially harmful biological, physical and/or chemical agents or toxic materials. National Joint Committee and the Local Joint Health and Safety shall review to determine whether the health of such employees is being adversely affected.

G. Provide to each employee a written report of the results of all industrial hygiene sampling. These results, including but not limited to those instances where it is determined that an employee has had a personal exposure exceeding one or more Company Occupational Exposure Limits (OEL's) and/or legally enforceable exposure limits will be reviewed with the employee by the site medical department and entered into the employee's medical records. The same procedure will be followed for CNT (respirable elemental carbon) samples exceeding 1 $\mu g/m^3$ and for total dust samples exceeding 10 mg/ m^3 taken for the purpose of measuring exposure to CNT. It is understood that these exposure levels do not necessarily indicate that the individual is overexposed if using appropriate PPE. Problems regarding this procedure should be brought to the attention of Management.

H. Utilize and provide access to the Local Joint Health and Safety Committee to coordinate requests for site surveys. The (NJC) may participate in the surveys and, upon request, receive reports issued from such surveys.

I. Arrange for Local Joint Health and Safety Committee to compile OSHA "Summary of Occupational Injuries and Illnesses", along with the total employee hours worked and incidence rate. Upon request, such information will be provided to the National Joint Committee.

J. Direct Local Management and Local Joint Health and Safety Committees to provide prompt notification of fatalities, serious accidents or incidents including chemical release, having potential for serious injuries or illnesses to the National Joint Committee. After making appropriate arrangements, a prompt investigation may be made by a team from the International Union, UAW and the Company Health and Safety in accordance with the "Special Review Board" procedure.

The joint parties recognize the importance of reporting, investigating, evaluating, and determining corrective actions for "Near Miss" incidents which occur in the workplace. The joint parties recognize that the foundation of any successful safety process rests with a cultural atmosphere that allows employees to bring potentially hazardous situations to the attention of

management in order to achieve timely correction. This line of communication can only be achieved if employees are free to discuss "Near Miss" incidents with supervision without fear of reprisal. To this end, the Company will:

A. Instruct on the importance of reporting "Near Miss" incidents.
B. Include near misses as part of the current incident investigation process including corrective action.
C. To use counseling in lieu of discipline in those cases where an employee immediately self-reports a "Near Miss" incident involving a possible violation of safety rules.

In addition, the Local Joint Health and Safety Committee will issue a communication in the form of Safety Talk and/or other materials to encourage employees to immediately report near misses to their supervisor. Any issues arising from this document should be resolved in accordance with the appropriate level i.e., LJHSC, Local Leadership, and Safety Review Board.

Section 23.4. Health & Safety Representation

The National Joint Committee on Health and Safety has four (4) representatives of the International Union, UAW and four (4) representatives of Ultium Cells LLC. Each party will appoint at least one (1) member who has professional training in industrial hygiene or safety. This National Joint Committee shall meet at least quarterly at mutually agreeable times and places and will review any and all items that the Joint Committee deems appropriate, including, but not limited to, health and safety data, programs, processes, procedures, and standards along with anything referred to it from the LJHSC or SRB. Minutes shall be taken and maintained by the National Joint Committee and provided to the Local Joint Health and Safety Committees, upon request. The Local Joint Health and Safety Committee may request the National Joint Committee to evaluate and/or interpret the reports, studies, etc. The National Joint Committee will normally respond within thirty (30) days from receipt of such request.

The LJHSC will establish selection criteria for the Lead UAW Health and Safety/Industrial Hygiene Representative. The responsibilities of the Lead will include industrial hygiene activities, along with the roles and responsibilities outlined in Article 23.7 (Health and Safety Representative Roles and Responsibilities) . This role will be selected within 90 days of ratification from the local workforce and appointed to the position by the International Union, UAW. Job function key elements of the Lead will be established by the NJC, and the appointee will demonstrate competency by successfully completing required training, determined by the NJC. The H&S roles and responsibilities will also include ergonomic evaluations which will be incorporated in 23.7 (Health and Safety Representative Roles and Responsibilities).

A. The SRB has the responsibility for supervising and supporting the Joint I.H./Ergonomics Program. The parties will incorporate issues related to the Joint I.H./Ergonomics Program in the monthly LJHSC meetings as well as the SRB. In addition, LJHSC can request additional interim resources when I.H./Ergonomics needs of the site exceed what it can

be reasonably expected to accomplish in a timely fashion. Such requests will be reviewed and approved by the SRB. The local parties may refer unresolved issues or concerns to the NJC.

B. The Lead shall assist in the collection of air samples.

C. The IH representatives (employee and management) shall Jointly Develop, Modify, and Implement Safety Systems.

Section 23.5. The Local Joint Health and Safety Committee

The Local Joint Health and Safety Committee will consist of four (4) representatives(s) appointed and approved by International Union, UAW and four (4) representative(s) appointed and approved by the Company. The Union member(s) shall serve an indefinite term. The Union member(s) will receive, without personal cost, adequate and necessary training, to enable the effective performance of assigned functions.

Local Joint Health and Safety Committees that have members on different shifts shall attend mutually agreed upon meetings. The Local Parties will allow the alternates for such members to handle current Health and Safety issues arising during the absence caused by the regular member's attendance at such meetings. The content of such training shall be mutually agreed upon by the parties with the participation of the International UAW Health & Safety Department. Where possible, training will be delivered by the Health & Safety Department.

When a Local Union Health and Safety Representative has an absence (e.g., scheduled vacation, attendance at training, emergency, etc.), such representative will be replaced, as soon as practicable, by an employee who has been trained and is designated to be the alternate by the International Union, UAW. As soon as practical following the effective date of this agreement, the International Union, UAW and the Company shall provide the names of the employees so designated.

The Local Joint Health and Safety Committee shall:

A. Meet at least once each month at a mutually agreeable time and place to review health and safety conditions and make such recommendations in this regard as they deem necessary or desirable. Where Industrial Hygiene and Ergonomic support has been identified that individual will attend the regular monthly meeting. The Local Joint Health and Safety Committee will coordinate the activities of all appointed safety personnel at the plant. Periodically, the Local Health and Safety Committee will review the associated functions performed by International and local appointees to ensure effective utilization of human resources and eliminate duplication of assignments. Discussion should include concerns from all areas of health and safety brought to the attention of the Local Joint Health and Safety Committee.

B. Make a health and safety observation tour once every week. Prior to such observation tours, a review may be made of OSHA Form 300 injury and illness experience. Investigate promptly major accidents. Receive prompt notification of any employee fatalities or

serious work-related injuries. When such events occur during all shifts, the Management member of the Local Joint Health and Safety Committee will notify the Union member, inform the representative of the facts, and arrange upon request, for the representative to enter the site and investigate such events.

C. Be informed in advance, when possible, and have the opportunity to accompany Federal OSHA and EPA Governmental Health and Safety inspectors on compliance inspections.

D. NJC may accompany the LJHSC when consultants are retained by the Company, including insurance inspectors, on regular surveys and those surveys requested by the Union. A copy of such reports will be provided to the Local Joint Health and Safety Committee.

E. Be notified whenever a site contracts for Industrial Hygiene or related services concerning in-the-site environmental conditions where there are reasonable concerns the conditions are having an adverse health impact on employees. Copies of any reports received from these surveys will be provided to the Local Joint Health and Safety Committee. Copies of reports will be forwarded to the co-chairs of the National Joint Committee by the Local Joint Health and Safety Committee, upon request. Reports and/or results of such surveys shall be for the uses of the LJHSC or the NJC. Advance arrangements should be made to permit participation in such surveys.

F. The Union does not waive any rights provided by federal or state law by such accompaniment.

G. Review lost time incidents and other major incidents which occur in the workplace and also review safety reports on such incidents and make any necessary or desirable recommendations.

H. Receive a copy of the plant's report on OSHA "Summary of Occupational Injuries and Illnesses" and the facilities total - employee hours worked and the incidence rate for the comparable period.

I. Review Incident Investigation forms which shall include an analysis to determine the root cause so that appropriate corrective actions can be developed.

J. Review, recommend, approve and participate in local safety education and information programs and employee job related health and safety training. The International Union, UAW Health and Safety Department will be provided with the opportunity to review provide recommendations and participate in such training or instruction programs.

K. Where necessary, measure noise, air contaminants, and air flow with equipment provided by the company and observe the use of appropriate industrial hygiene and safety testing equipment as required when available.

L. Be provided with copies of photographs taken which relate to health and safety matters at the plant., who will forward them to the co-chairs of the National Joint Committee, upon request.

M. Be advised of all industrial hygiene sample results and known physical agents or chemicals to which employees are exposed and protective measures and applicable emergency procedures. In addition, whenever it is determined that an employee has had a personal exposure exceeding one or more Company Occupational Exposure Limits (OEL's) and/or

legally enforceable exposure limits, the Local Joint Health and Safety Committee shall be informed in writing of such exposure and the corrective action to be taken.

N. When any member of the Local Joint Health and Safety Committee has a reasonable basis for concluding that a condition involving imminent danger exists, relevant information shall be immediately communicated to the co-committee members so that joint investigation can be carried out immediately and necessary or desirable recommendations made. Upon joint recommendation, the machine or operation will be taken out of service to perform all corrective actions.

O. A union member(s) of the Local Joint Health and Safety Committee will become a member of the Chemical Control Committee. Additionally, the Industrial Hygiene support will be added to the membership of the Chemical Control Committee.

P. Conduct periodic and annual audits of the Company's safety programs and processes.

Q. Participate in the TaBRA /Risk Assessment process for the purposes of design improvements in accordance with OSHA requirements.

R. Nothing herein shall preclude the Local Joint Health and Safety Committee from consulting with the NJC regarding Health and Safety processes, programs, and concerns.

Section 23.6. Nothing herein shall be construed to restrict any employee's rights under Section 502 of the Labor-Management Relations Act, 1947, as amended.

Section 23.7. No provision herein will restrict the right of the Chairperson of the Shop Committee, Zone Committeepersons or District Committeepersons to perform their functions under the terms of this CBA.

A Health and Safety Representative, who is appointed by the International Union, UAW shall have the duties and functions set forth in this article and attachments dealing with Health and Safety. To address the need to ensure that all International Union, UAW Appointed Representatives assigned to the plant and their counterparts, where applicable, have the basic skills and knowledge necessary to perform their job duties, it is mutually agreed that the Joint Parties will identify a common core curriculum for Health and Safety Representatives. This curriculum must be completed within one year of the appointment or proof provided of previous coursework. This curriculum will be supplemented by required training specific to each of their respective areas of responsibilities.

H&S Roles and Responsibilities

A. The (4) UAW Safety Representatives will work cross functionally in the areas of Health and Safety, Industrial Hygiene, and Ergonomics. The company will provide the necessary training to all four representatives to equally fulfill the duties. The UAW Health & Safety Representatives shall be notified and may assist in the collection of all industrial hygiene related sampling and ergonomic evaluations, in a timely manner.

B. The H&S Reps will participate in tabletop exercise for various events, such as active shooter drills, bomb threats, and chemical leaks.

C. The H&S Reps will complete OSHA 30, 521 training, American Industrial Hygiene Association (AIHA) fundamentals of Industrial Hygiene, Ergonomics, de-escalation, and conflict resolution, ERT training (such as confined space, fall protection, and fire extinguisher training), respiratory protection, noise, and all other necessary trainings to perform their duties provided by the UAW or the Company.
D. H&S Reps shall review, recommend, work collectively to participate in local safety education and information programs and employee job related health and safety training. The Union reserves the right to continue to bargain over the role of the H&S Reps with respect to co-authority to approve training as part of a complete CBA.
E. H&S Reps shall be permitted to access and review security camera footage in connection with carrying out their duties when such footage is used by the Company. For instance, when there is a camera near enough to the site of an injury or "near miss" that it might have captured the event, and the Company to review the footage as part of its investigation. Likewise, if a UAW member is subjected to safety related discipline is justified.
F. H&S Reps shall participate in the buy-off process.

Nothing in this Agreement, including attachments, or in joint letters on health and safety or joint health and safety training materials is intended to, nor should it be taken to, create or impose upon the International Union or the Local, or any of their employees or agents, Joint Employer and/or principal-agent liability as it relates to injuries, disabilities, diseases, or other losses incurred by employees of Ultium Cells LLC or by third parties while on the property of Ultium Cells LLC.

Section 23.8. Attachment "A" Health and Safety

Introduction

The UAW and the Company will be proud leaders in adopting and effectuating policies designed to resolve employee health and safety problems and to promote a more healthful and safe work environment. To this end, the UAW and the Company have entered into the following Memorandum of Understanding which embodies the spirit of the concern shared by the UAW and the Company for the health and safety of employees. International Union, UAW and the Company leadership will demonstrate a visible commitment to protecting employees from workplace hazards. The Safety Review Board (SRB), which consist of the Joint Local Leadership and the Local Joint Health and Safety Committee (LJHSC) shall receive leadership training in health and safety. This course, to be jointly developed, entitled UAW and Ultium Cells Health & Safety Leadership Training, will cover roles and responsibilities. It will result in the establishment of a leadership driven safety process. This training will be subsequently extended to other members of leadership including supervisors and committeepersons. The parties are committed to jointly work toward a safer workplace through the joint involvement of all employees and will develop general awareness training for hourly employees that includes an overview of the health and

safety leadership process and associated responsibilities as well as potential hazards associated with NMP, CNT, electrolyte, and other hazards.

The Company and the International Union, UAW will work jointly in an innovative manner to identify and correct potential hazards. The process used to correct potential hazards is the "Hierarchy of Controls", which describes the process of consideration of higher-level controls such as elimination or engineering before administrative procedures or personal protective equipment.

The company recognizes its obligation to provide a safe and healthy working environment for employees during working hours. The Union will assist the company in fulfilling its obligations. Included in this Attachment "A" to this Article is a Safety Review Board process which is designed to enhance health and safety awareness and compliance. The parties continue to recognize their roles and responsibilities, to ensure that all employees have a safe and healthy work environment. The function of the NJC and the LJHSC should be technically constructive and problem resolution oriented.

The parties recognize that a joint commitment must be directed toward achieving a safe and healthy workplace. Therefore, it shall be the responsibility of the LJHSC and NJC, as the mechanism, to guide in an appropriate direction.

Section 23.9. Jointly Develop, Modify, and Implement Safety Systems

International Union, UAW and the Company agree that Health and Safety programs are the foundation of a Safety System and encompass all joint Health & Safety programs, standards, and requirements. Joint Champions shall be established and identified within ninety (90) days of ratification. These Joint Champions will ensure that proper safety procedures are in place to eliminate or control hazards. These performance standards and elements will continuously drive the improvement of health and safety in the work environment. Failure to jointly execute all the Performance Standards and Elements significantly reduces the safety in the workplace.

The Company agrees to work with the UAW as a joint partner to refine and update for annual review of the Health and Safety systems, standards, requirements, and the applicable communications, for implementation. Upon ratification, the Company is committed to providing appropriate training, tools, and equipment to Joint Health & Safety Representatives, IH/Ergo, T3 trainers, and members of the Joint Skilled Trades Safety Team to enable them to perform their jobs at the highest level, and to assist the Company in becoming the leader in safety.

Section 23.10. Training and Counseling

The Company recognizes the responsibility of management to provide appropriate training, leadership, counseling, and corrective action as necessary to eliminate unsafe procedures or conditions from the workplace. Management and the LJHSC shall provide appropriate technical resources, safe practice instructions, support training and counseling. Unsafe procedures or conditions that are observed normally require prompt action. Management so notified and/or

observing such unsafe practices or conditions should take appropriate action promptly and document such action. The LJHSC will assist in counseling employees on safety testing procedures (for example, audiometric testing, blood lead or pulmonary function testing). Action taken to improve the safety performance of employees should be documented and copies retained by the LJHSC on a permanent basis.

Section 23.11. Review Board

The parties are committed to the continuous improvement of employee health and safety. The joint process developed between the parties will positively impact this commitment. In order to place further emphasis on the implementation of the joint process and to enhance communication and resolution of health and safety issues throughout the facility, there will be a Safety Review Board (SRB). The NJC will identify individuals be assigned to Health and Safety, as Co-Chairpersons, and appropriate support personnel, to participate in the SRB. Included within the SRB, a representative of maintenance supervision will be available to address and respond to key issues. The SRB will review reports issued by the Joint Champions including those involved in Ergonomics and Design-In activities. The SRB shall meet on a regular basis and consider appropriate health and safety matters within the respective departments. Additionally, if an urgent issue arises, either Co-chairperson may contact the other to review and resolve the immediate concern.

The SRB will be co-chaired by the Plant Director and Shop Chairperson and the membership shall consist of the Local Shop Committee and members of the Company's staff. The SRB will meet monthly to review the unit's health and safety performance and monitor implementation of its health and safety programs. The LJHSC will attend all SRB meetings. In addition, the Safety Review Board may request the assistance of the International Union, UAW to consider projects, studies, training, and other such matters that pertain to employee health and safety. This may also include advice for implementation of health and safety needs expressed by the Safety Review Board, including for example, special funding requests, projects, studies, training and other employee health and safety matters.

The parties are committed to preventing fatalities and serious injuries. In furtherance of this interest, a Special Review Board meeting will be convened at such time as appropriate upon the request of the NJC, LJHSC, and the SRB. The purpose of the Special Review Board will be to recommend improvements in safety and health practices. The primary tool to accomplish this objective will be a complete safety hazard analysis of the job or operation at issue. This analysis will be conducted by a joint team from International Union, UAW and the Company Health and Safety, especially trained in analytical techniques. An action plan will be developed by the Special Review Board which will be overseen by the NJC.

The Special Review Board will consist of members of the NJC, LJHSC, Company, the Local Chairperson, and the UAW Regional Representative. The LJHSC, and/or other officials or resources may be invited by the Company to attend as observers. The Special Review Board will meet at a

site designated by the Company. The NJC will provide technical support for the Special Review Board's efforts. The Special Review Board will normally convene one week after notification by the LJHSC and issue its recommendations within two weeks after concluding its review.

Section 23.12. Video Filming and Reports

A video camera will be provided for use by the LJHSC upon approval of IT Security. The operation or job site may be videotaped for informational purposes. One such purpose is ergonomics, which may require repeated filming of the same task and may require closeups of employee postures and positions. The identity of filmed employees should not be revealed without their permission. This may involve blurring or otherwise hiding faces. This equipment will be operated under the direction of the LJHSC. Any video tape made of a job or operation will not be copied or released except under the direction of the Special Review Board. A confidential copy edited to remove proprietary and/or other restricted information will be provided to the International Union, UAW. Cellular phones may be used for business purposes to meet the needs of Section 23.13 and other design and quality concerns.

Section 23.13. Joint Research and Occupational Health Advisory Board

During the term of this Agreement, the NJC and the LJHSC will evaluate the needs for research-based projects at the plant and determine whether a Joint Research and Occupational Advisory Board should be created, and how it will be structured and funded.

The Board's activities and those of its consultants or specialists will be supported by Ultium Cells LLC. The selection of Board members, terms of office and operating procedures will conform to the Board's charter as established and amended by the NJC. Additionally, as needed, the NJC will retain consultants who are recognized specialists in occupational health and safety to function as independent peer reviewers. These consultants will be responsible directly to the NJC and assist and advise on matters stipulated by the NJC. The number of consultants and the terms of their retention will be determined by the NJC and the scope of its research program.

NJC will also investigate opportunities for jointly sponsored health and safety research with other committees and/or organizations, including, but not limited to, those that the UAW represents.

The Company affirms its commitment to participate in joint efforts to better understand, identify, and address potential safety and health issues, if any, associated with engineered nanomaterials in the workplace. Based on the findings of these investigations, if warranted, the IH Subcommittee will submit a proposal to the NJC to set up an OHAB panel for the purpose of discussing the findings from our internal studies and to develop a Request for Proposal (RFP) that addresses engineering controls, hazard recognition, routes of exposure, personal protective equipment and industrial hygiene sampling techniques.

Section 23.14. Ergonomics

The Company and the International Union, UAW recognize the need to review the possibility of Ergonomically related Musculoskeletal Disorders (EMSDs) in the workplace.

The parties also recognize that the control of EMSDs is a complex issue often requiring the application of several different control methods and technologies that may differ from operation to operation. These include an ergonomically appropriate design and feasible engineering and administrative controls to materially reduce or eliminate job related EMSD stressors, facilitate employee and supervisory training and education, and promote early recognition of the problem and early and proper medical diagnosis, treatment, and care.

The Company will jointly administer an Ergonomics Program with the UAW. The Company is committed to developing and progressively pursuing improving and enhancing the ergonomics process with the UAW. The purpose of the program is to deal cooperatively and constructively with the problem of EMSDs in the workplace.

The Company will commit to fixing jobs that are identified as presenting a corresponding and documented risk of employee injury. The parties recognize that effective corrective action for jobs which present a documented risk of injury, requires the timely use of sound judgment in combination with training, experience, and the following:

- Analysis results from a type of risk factor checklist and secondary analysis tools (when utilized)
- Injury/illness history of both the job and the worker
- The history and future plans of the jobs

Additionally, the parties agree to utilize the NIOSH 1991 Lifting Equation as a tool.

Seats, chairs and mats can be considered appropriate solutions to control specific ergonomic risk factors.

The LJHSC will be responsible for the following:

- Participating in the "Design-in" Process that includes local site re-arrangements where EMSD risk factors may be present
- Conducting joint job analysis using the currently developed checklist that may subsequently be jointly modified by mutual agreement
- Providing recommendations for corrective action
- Monitoring the implementation of job improvements
- Conducting review and follow up
- Reporting monthly to the Safety Review Board

The LJHSC will coordinate their efforts with resources from appropriate departments, e.g., Medical, Engineering, Skilled Trades, and Production, to support ergonomics evaluations. The LJHSC will report monthly at each SRB meeting on ergonomics. Additionally, the SRB will address significant problems or roadblocks encountered by ergonomics evaluations. Ergonomics reports

will be provided upon request to the SRB and the International UAW Servicing Representatives. The status of the ergonomics process at the plant will be reviewed at the Safety Review Board meeting. Discussions concerning significant problems or roadblocks will take place at these meetings.

The parties agreed to jointly develop a process for the use of outside consultants in situations where in-house efforts concerning reduction of job EMSDs are not successful. The consultant's reports will be made available to both the LJHSC and the International UAW Servicing Representatives upon request.

Based on the results of the job analysis program, the plant shall implement feasible measures to control EMSD risk factors. The LJHSC, in conjunction with input from the workers, engineering, supervision, skilled trades and others, will make recommendations for corrective actions in accordance with the current ergonomics process. Once it is determined through the agreed upon ergonomics process that a job requires correction, recommendations for corrective action will be developed using the results of the plant's current analysis tools. The UAW and the Company will develop jointly an Ergonomics Machinery and Equipment Guidelines that may be referenced for information regarding areas for potential improvement. These guidelines will undergo revisions as deemed appropriate by the joint parties. A good-faith effort will be made to accomplish correction of identified EMSD hazards at a particular job or workstation within six (6) months, after the LJHSC determines that corrective action is required. The parties acknowledge that there may be times when it may take longer than six (6) months to make the proper correction, and those reasons need to be documented. The corrective action will include any combination of the following:

Engineering controls such as design, selection, location and orientation of tools, parts and equipment will be used. Administrative controls (e.g., job enlargement, job rotation, and appropriate job assignment) will be used in the following manner: as interim abatement measures pending engineering changes, when engineering changes are determined to be insufficient to significantly reduce the EMSD stressors, and in those instances when an administrative control is the most effective fix among the possible choices for corrective actions.

Where it is necessary to wait up to six months or more for the implementation of engineering controls, administrative controls will be implemented within a week to provide immediate, even if less effective, relief from ergonomic hazards.

The SRB will monitor the corrective actions being implemented and any unresolved issues or concerns can be referred to the LJHSC.

The UAW and the Company will inform and instruct affected employees on the controls implemented at their workstation and how they are to be used.

The facility will maintain documentation of modification activity, including the job or workstation identified for modification, number of employees affected, the nature of modification, the

projected completion date, the actual completion date and, where available, the cost of the modification when completed.

The Company will include "ergonomics" in their planning process and this information will be available to the LJHSC.

The Company recognizes the importance of identifying and addressing ergonomic issues early in the development process and values the importance of receiving input from site ergonomic personnel. Input from the LJHSC on ergonomic issues and practices will be provided to the design process at the earliest appropriate planning/design stage. This will include new technology, new products and new processes.

A Response Process will be encouraged by all levels of the plant's supervision, the LJHSC and the Medical Department Staff, to report early signs and symptoms of EMSDs to the plant's Medical Department. An Ergonomics Evaluation Process will be developed and implemented within 90 days, This Ergonomics Evaluation Process will be applied to all jobs meeting any of the following criteria: ergonomics-related occupational medical visit, ergonomics-related Worker Compensation and work- related sickness and accident data, or referral to the LJHSC. A list of jobs in the process will be maintained relative to the above inputs. Joint job analyses will be conducted using the Risk Factor Checklist, as a first level screening. A good-faith effort will be made to conduct the Ergonomics Evaluation Process within two (2) months of when a job is identified by the above noted criteria. Job analysis and redesign will include input from employees whose jobs are affected. All jobs where controls are implemented and/or corrective actions are completed must be re-analyzed to confirm sufficient reduction of risk factors.

The supervisor will provide the Response Process form to employees upon request and will encourage them, during their safety talks, to utilize the process. Completed forms will be forwarded to the LJHSC.

In order to identify elements of skilled trades jobs that require necessary ergonomic interventions, the UAW and the Company will jointly develop a Skilled Trades Interview Form to effectively and efficiently analyze skilled trades jobs. The Skilled Trades Interview Form will be used when additional information is required and not contained in Response Process and/or Risk Factor Checklist.

The Company and UAW will provide training for the LJHSC as well as other resources responsible for conducting the ergonomics process. This training may include Practical Ergonomic Training (PET) with the understanding that any person receiving PET may conduct a first level job analysis using the Ergonomics Risk Factor checklist. The Company's ergonomics design guidelines will be developed and included in training for the LJHSC.

An Ergonomics Awareness Education and Training Program will be provided for newly hired employees as well as employees returning to work from an extended leave, who have not received awareness education and training previously.

All newly hired and transferred employees will be informed on the proper use of the tools and equipment required to be used in the performance of their assigned duties.

The Company shall annually review with employees the application of ergonomic principles to the prevention of EMSD on their jobs during regular jointly developed and delivered safety talks.

The parties agree to maintain a Medical Management Program for the early detection, evaluation, and treatment of EMSDs. The Medical Management Program will provide common medical practice guidelines for patient evaluation and treatment, follow-up, workplace walk-throughs, and restricted work placement.

The Company agrees to implement an EMSD Education and Training Program for all personnel (including contract personnel) that render medical services related to EMSD. The introduction in this training shall include the effect of poor job design, identifying problem jobs, and potential solutions based on ergonomic stressors. This training shall also include medical instruction and early recognition, evaluation, treatment, and prevention of EMSDs. All medical personnel (including contract personnel) will receive EMSD education and training prior to rendering medical services related to EMSD. The Medical Department will ensure that appropriate EMSD training has been provided and the International Union, UAW may review their training plans upon request.

The Company may authorize Medical Department personnel to attend education and training conferences that address EMSDs.

The Company will audit a random sample of medical records, Workers Compensation reports, and work- related sickness and accident data to verify the OSHA 300 log is correct.

Section 23.15. Health and Safety Training

The Company shall continue utilizing and updating its health and safety training programs. The UAW and the Company Health and Safety will also develop additional health and safety training programs to enhance employees' skills and abilities to perform their jobs in a safe manner. The LJHSC will be responsible for identifying employee job-related health and safety education and training needs.

The LJHSC shall be involved in identification of what health and safety training is needed and appropriate for their location, including jointly developed monthly safety talks.

A local training needs analysis will be conducted at the plant. Based on this analysis, a comprehensive training plan consistent with the local site initiatives will be developed, and the necessary resources will be identified as part of the business planning process to provide such training. The Plan will specify target audiences, recommendations for completion dates, class size, and methods of delivery. The Plan will be reviewed by the SRB, and may be reviewed by the NJC, to ensure consistency with OSHA, EPA, and other applicable Consensus Standard requirements. The LJHSC shall be responsible for monitoring the progress of their local training plan.

The Company will continue to provide training resources. The LJHSC will direct and oversee the development and administration of required training courses, including those developed by outside contractors. These courses will be deployed only after LJHSC approval. The LJHSC with input from the Safety Review Boards will establish the appropriate selection criteria for site health and safety trainers. Trainers selected will receive necessary instruction in conducting the specific training. Hourly site trainers will be selected by the LJHSC.

In addition, materials to be used in the observance of Workers' Memorial Day will be provided for review with all employees.

The International Union, UAW Health & Safety Department reserves the right to provide Health and Safety training identified or needed prior to the Company outsourcing any applicable Health and Safety training at Ultium Cells, LLC.

The International Union, UAW and the Company jointly agree that Health and Safety training programs are integral to the success of the Company. In addition, the parties agree to add training as new technology and methodology becomes available.

T-3 Trainers will be appointed by the LJHSC to deliver current and relevant safety information in their classes for both hourly and salary employees of the Company. The UAW and the Company will jointly update health and safety programs. The Company will establish additional training requirements for UAW and Company Health & Safety representatives based on the needs of the plant.

Section 23.16. Safety Training for Chairpersons of Shop Committees

The Chairperson of the Shop Committee may, upon request, attend training or instruction programs provided by the UAW and the Company.

In addition, the Company advises that employees who wish to enroll in courses of instruction relating to industrial health and safety at approved educational institutions will be eligible to apply for tuition refund for such courses subject to the terms and conditions of the Company's Tuition Reimbursement Program.

Section 23.17. Lockout-Energy Control Policy

Lockout

The UAW and the Company discussed their mutual concern regarding fatalities and serious injuries to employees, including operators, performing repair, service and maintenance activities on machinery and equipment. The parties agree that the Company's Lockout – Energy Control program must be universally implemented and enforced throughout the plant. To be effective, the parties affirm that the elimination of the potential for injury from hazardous energy is critical to worker safety.

It is the policy of the Company and endorsed by the International Union, UAW that:

Lockout is required where employees may be exposed to hazardous energy which could cause injury. Exposure means that the employee is in a position to be injured by released energy.

Where an employee is exposed to potential injury from expected machine energy/motion, the exposure must be eliminated. If the exposure cannot be eliminated, the machine will be locked out.

The plant will maintain an effective Lockout Energy Control program which will apply to all employees, based on safety standards and training.

Safety Control Systems (SCS)

The UAW and the Company recognize the importance of designing processes and equipment with effective health and safety controls that meet OSHA and other applicable Consensus Standards. Therefore, the parties agree to integrate Safety Control Systems (SCS) where motion hazards are present into the Lockout/Energy Control procedures. The fundamental process begins with performing an initial Task Based Risk Assessment (TaBRA) on any process where SCS may be appropriately used.

The use of these systems, when integrated into the existing Lockout/Energy Control procedures, can further reduce, or eliminate the risk of exposure to employees. However, it is understood by the parties that Lockout must still be performed whenever the exposure cannot be controlled or eliminated as determined by the TaBRA process and as identified on the SCS placard. Any changes in the SCS or other Lock-Out processes must be approved by the Local Joint Health and Safety Committee and communicated to all affected employees, including skilled trades, to ensure compliance, prior to implementation.

Lockout / SCS Placards

The Company has identified a common tool to generate a common lockout placard for new, relocated machines and equipment. The tool will also be used to update existing placards into the common placard template whenever machinery and/or equipment is modified.

The Company will conduct an annual review of SCS and lockout placards. The review is to be conducted to ensure that the placards are still representative of the procedure required to lockout the equipment and that all lockout points are appropriately identified. Records of this annual review will be tracked by the SRB to ensure appropriate compliance.

Section 23.18. Bus Plug-In Units

The parties agree that, whenever possible, the practice of installation or removal of busway plug-in units will be performed with the busway de-energized and identified as high risk. This practice supports that all bus plug-in units shall be installed and/or removed with the bus duct in an electrically safe work condition (ESWC).

Further, it is recognized that events or conditions may arise that make it infeasible or present a greater hazard to de-energize the busway before insertion or removal of a plug-in unit. In such cases, the parties agree to follow the guidelines set forth in a jointly developed, modified, and implemented Electrical Safe Work Practices.

Section 23.19. Refusal of Hazardous Work

A worker who has a reasonable belief that their work assignment may result in serious physical injury, including illness, should raise the issue through the process outlined in the Health and Safety Issue Resolution Procedure in Section 23.2.

Should technical consultation be requested by the supervisor or committeeperson, the LJHSC will be notified to respond before further action is taken. In line with Section 23.5(N), 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 the Memorandum of Understanding on Health and Safety, Section 23.2.

Section 23.20. Improvement of Medical and Industrial Hygiene Services

The local UAW and the Company will jointly select and hire appropriate consultants for health and safety services. The Union will be informed in advance and be provided with an account based on specific legitimate requests regarding qualifications of the consultant(s) engaged by the Company.

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 and the NJC, upon request. In addition, the Company will provide a list of consultants under corporate contract for industrial hygiene services to the NJC and update the list when changes are made.

Management in conjunction with the LJHSC will assess the need and where required, will develop and implement an air sampling plan. Such plans should be reviewed and implemented on an appropriately scheduled basis. Reports of industrial hygiene and noise measurement surveys will be provided to the LJHSC who will provide it to the co-chairs of the NJC, upon request. The UAW Health & Safety Representatives shall be notified and may assist in the collection of air samples, in a timely manner.

Section 23.21. Environmental Control

Matters related to the Toxic Substances Control Act

A. Subject to the protection of proprietary and confidential business information, immediately following the filing of a Pre-manufacture Notice or a Significant New Use Notice with EPA under the Toxic Substances Control Act for a chemical with which UAW

members covered by this contract may have to work or to which they may be exposed, the company will provide to the Chemical Control Committee (CCC) and the NJC a copy of PMN or SNUN , including the PMN No. or SNUN No. assigned by EPA.

Prior to commencement of use of any chemical with which UAW members covered by this contract may have to work or to which they may be exposed, the CCC shall jointly develop the health and safety procedures for use of that chemical, with assistance from the NJC upon request. Subject to the protection of proprietary and confidential business information, the company will provide the CCC all information it requests that is necessary to develop appropriate health and safety procedures, including any available health and safety studies submitted to EPA in support of the PMN or SNUN. The Company will attempt to make all such studies available. If the union members of the CCC or the NJC believe that a piece of information is necessary for establishing health and safety procedures and the company claims a legal reason [whether under US or Korean law] for not providing such information, the company shall provide to the union, a specific citation to the legal provision covering that piece of information and specific evidence that the requested information is covered by the legal provision in question.

Other EPA related matters

B. Environmental information and reports, which are required to be reported to the Ohio Environmental Agency, the United States Environmental Protection Agency, and/or other related agencies and involve matters that affect the health and safety of employees, including but not limited to all reports related to environmental remediation projects, and spills or releases that are subject to government reporting requirements will be provided to the LJHSC. The LJHSC will forward such information to the co-chairs of the NJC upon request.

Section 23.22. Periodic Joint Audits of Sites

The International Union, UAW and the Company agree that a formal system of performance review is an effective means of obtaining and re-enforcing compliance with established health and safety requirements. The LJHSC and the Joint Champions shall evaluate the standards and elements within the joint safety system to validate effectiveness annually. The NJC can review the audit findings, upon request. The purpose of the audits is to review the effectiveness of health and safety activities reaching the operations level and being implemented across the workplace. The parties also agree to develop methods to assure the process is consistently applied and delivers measurable results. Additionally, the parties shall develop as part of the Safety Review Board Process a method to address repeat audit findings for identical deficient conditions found on consecutive audits.

The International Union, UAW and the Company will establish a joint review team to conduct such reviews annually. The dates, itinerary, processes, and timelines will be established by the LJHSC.

The team will meet with the Plant Director, Shop Committee Chairperson and the LJHSC before beginning the performance review and have a closing conference upon completion of the on-site review. The finalized report will be prepared and sent to the site, International Union, UAW Health and Safety Department and the Company Leadership within thirty (30) days of the review. Following the finalized report, the LJHSC, after review by the Key Four, will reply, addressing issues contained in the report. A joint review of progress to correct deficient conditions will be performed by the LJHSC and the Joint Champions. Additionally, all such review information shall remain the confidential property of the Company and will not be released without the expressed written permission of the Company.

The parties agree that through the joint audit process, they will verify that the site has an effective emergency notification system and that it is tested to achieve the best possible response time for the emergency involved. On an annual basis, the plant shall perform an appropriate evacuation and take shelter exercise/validation on each shift when workers are present.

Section 23.23. New Technology/Specifications The Company agrees that all process equipment planned for installation has been specified, ordered and delivered to Ultium Cells-Ohio. The process equipment has been provided under contract from LG Energy Solution under compliance with Korean Law – National Core Technology. The contract that formed Ultium Cells requires the business to protect the process technology intellectual property (IP). The Company must ensure compliance with all applicable laws and rules, including federal, state, and local laws, at Ultium Cells-Ohio.

The parties recognize the importance of the UAW's involvement in identifying health and safety issues.

To promote improved communications regarding such matters, as early as possible and preferably in the development cycle of the planning in the design process and incorporating lessons learned, the parties agree to perform Task Based Risk Assessments (TaBRA), on new equipment and manufacturing systems, and on existing equipment and manufacturing systems where locally agreed to and approved by the SRB. A Task Based Risk Assessment will be performed after the detailed designs are completed on new manufacturing equipment and/or processes. A review of anticipated equipment and/or processes with the shop committee and the LJHSC will be held. The LJHSC may be required to travel to vendors, sites, or other locations to participate in a design review of such equipment or processes. The UAW will have an opportunity to discuss health and safety and ergonomics concerns with Management and make recommendations designed to improve the equipment and/or processes.

Reviews will be made at the appropriate level (i.e., Safety Review Board and National Joint Committee), for new technology/process awareness and to discuss safety related issues and/or concerns.

The Joint Safety Representatives will have the ability to consult with the site Ergonomics resource before machinery, equipment or processes will be released for production.

The parties discussed a commitment to jointly develop the UAW and Ultium Cells LLC Lockout Procedure Guidelines. These procedures will continue to be reviewed during a UAW and Ultium Cells LLC joint audit and should be reviewed during safety observation tours.

The LJHSC and, when appropriate, the sites Ergonomics resource, will consult with operators, skilled trades, engineers, supervisors or related personnel to ensure that required safeguards and ergonomics features provide effective protection and do not interfere with their ability to perform their assigned tasks.

The parties will continue their efforts to integrate health and safety into the development process of all Planned and Preventative Maintenance, which includes design and review into the earliest design cycle of any new/retro-fit equipment, processes, or operations at the appropriate level described in Performance Standard 18. A Design-In Team as described in Performance Standard 18 will be established within ninety (90) days of ratification of the CBA.

Section 23.24. Controls of Chemical and Other Exposures

Whenever Ultium Cells LLC communicates with EPA regarding a chemical regulated under TSCA, the company with review that communication with the UAW in advance. The UAW will be a full partner in the submission of pre-manufacture notifications and significant new use notifications under TSCA as well as in the negotiation of Significant New Use Rules and New Chemical Exposure Limits.

Chemical Control Committee, including the union member(s) identified in the Chemical Control Committee, and the UAW will participate in all conversations and discussions held between the EPA and Ultium Cells LLC.

The Company shall follow, through professional industrial hygiene practice and methods, the currently adopted guidelines of the American Conference of Governmental Industrial Hygienists (ACGIH) for Threshold Limit Values (TLV) for Chemical Substances in the work environment. The NJC will review Company Occupational Exposure Limits (OEL's) for assessing employee chemical exposure relating to the most recent TLVs, consensus standards and recommendations in addition to available scientific evidence and other non-mandatory Occupational Exposure Guidelines (OEGs).

The NJC will establish a medical surveillance program. The LJHSC will receive notice of initial work-related medical cases reporting symptoms such as headaches, nausea, skin problems, and respiratory concerns.

When the Company introduces a chemical that requires medical surveillance, it will inform the NJC and provide a draft of the new medical surveillance program for the NJC's review and input. If the UAW believes that a chemical in the facility requires a medical surveillance program, it will inform the NJC and the medical department. In consultation with the medical department, the NJC will make a determination as to whether a medical surveillance program will be implemented.

Medical surveillance for respiratory effects of hazardous fluids will be offered to employees who are exposed to machining fluids in excess of 1mg/m^3 as an 8-hour TWA. Such medical surveillance will include a standardized respiratory symptoms questionnaire and pulmonary function test. For personnel newly assigned to wet-machining operations, pulmonary function tests will be done once during the first year. Records of laboratory testing and coolant additions will be maintained and made available to the LJHSC upon request.

The Joint Parties agree that prior to implementing new chemical technology/processes and changes to current chemical processes, reviews will be made by the Chemical Control Committee (CCC), including the union member(s) identified in the Chemical Control Committee, for awareness and discussion of safety related issues and/or concerns.

The Joint Parties agree to continue to study the potential health effects of cutting fluids and to determine the need for additional controls where hazardous fluids/chemicals are used. The NJC will devise an action plan and make appropriate recommendations to reduce exposures. If wet machining is introduced the NJC will discuss what exposure limits are to be achieved.

The LJHSC will review process exhaust ventilation systems where air is recirculated. Such review will be in accordance with guidelines established by the NJC. Air testing will be performed when requested by the LJHSC. To the extent feasible, these tests will be incorporated in the previously described air sampling plan. Recirculation will not be permitted where employee health and safety cannot be assured.

The Company's Industrial Hygiene Program will be reviewed by the NJC. It will utilize the following: A process for an assessment of intermittent exposures in skilled trades jobs and non-routine tasks. Appropriate performance checks, conducted at least annually, on local exhaust ventilation systems to assist in the evaluation of employee exposures. Additionally, ventilation systems will be included in the local planned maintenance program and tracking database.

The LJHSC will receive notice of initial work-related medical cases reporting symptoms such as headaches, nausea, skin problems, and respiratory complaints.

Section 23.25. Access to Data

The Company agrees to use its current database that integrates both medical visit information and industrial hygiene data. The Company will provide the necessary training to utilize this database. This will make it easier for the LJHSC to retrieve and analyze injury/illness data. The system will also make it easier to input, retrieve and analyze air sampling data.

Additionally, a joint team of the LJHSC and Company Medical will develop standardized reports containing information used by the LJHSC in carrying out their responsibilities. The team will also ensure that the current or any new system will allow the LJHSC to generate special reports as needed for analyzing injury/illness trends. Reports that include OSHA 300 log data will be available for access by the LJHSC.

A joint procedure shall be established for review of the quarterly audit results of injury/illness records with the LJHSC, by the Medical Department. This medical department audit includes a review of Worker's Compensation cases as part of the current audit of injury/illness records.

In order to monitor the effectiveness of the programs, the parties recognize that all work-related injuries and illnesses must be reported to the medical department as soon as possible. These injuries/illnesses shall be reported in accordance with procedures identified within the Joint Safety System. Further, the Company and UAW will encourage the reporting of near-miss incidents as agreed. The joint parties do not endorse the use of monetary or other tangible rewards for groups or individuals to discourage the reporting of work-related injuries or illnesses. The parties agreed that positive recognition for developing improved safety processes or accomplishing improved safety performance can be a valuable tool to continue to motivate managers, supervisors, and workers to keep safety as an overriding priority.

The NJC shall establish a represented employees' mortality registry by a joint process to which it will be done. The process will be developed within 6 months of this contract ratification.

The Company agrees to identify an exposure database that provides information pertinent to the joint investigation of health and safety issues. The Exposure Registry will be updated on a regular basis as determined by the NJC (historically every five (5) years). The Company further agrees to keep databases up to date and to jointly look for ways to enhance the effectiveness of these systems and the information.

Section 23.26. Noise Abatement/Control Program

The joint parties agree that the Company shall continue to maintain a comprehensive Hearing Conservation and Noise Control Program for the purpose of promoting noise reduction. If the LJHSC determines that the noise levels in the plant support the creation of a Noise Control Committee, a Noise Control Committee shall be formed that may consist of representatives from Engineering, Operations, Medical, Industrial Hygiene, Finance, Purchasing, the LJHSC, and others as deemed appropriate by the SRB, such as certain skilled trades personnel, and/or other employees. The Noise Control Committee has the responsibility to seek input from personnel in identifying noise sources and potential ways to reduce noise levels. The plant's Noise Control Committee, under the direction of the Safety Review Board (SRB), will utilize the Hierarchy of Controls to develop site noise abatement programs in order to reduce noise levels in areas where hearing protection is required.

The Noise Control Committee will:

- Ensure audiometric testing is performed for employees with noise exposure equal to or greater than 85 dBA as an 8-hour TWA.
- Perform an annual evaluation of the noise abatement plan and provide recommendations for improvement to the Safety Review Board.

- Ensure reports follow formats specified in the Company Occupational Hearing Conservation and Noise Program.
- Ensure new and rebuilt equipment meets the Company Sound Level Specification.
- Identify planned maintenance items related to noise control.

The Company will continue to conduct the annual noise exposure survey and provide findings to the LJHSC and summary noise abatement program findings to the NJC, upon request.

The Noise Control Committee will meet regularly, record minutes, and report quarterly to the SRB regarding progress on the Noise Abatement Plan. The annual evaluation will include:

- Copies of the plant's noise abatement program.
- The number of employees that experienced standard threshold shift.
- The number of employees that are in the hearing conservation program.
- The number of employees at risk of exposure at or above 80 dBA.
- The number of employees at risk of exposure at or above 85 dBA as an 8-hour TWA.
- The number of employees at risk of exposure above 90 dBA as an 8-hour TWA.

Section 23.27. Planned Maintenance

The LJHSC and the Joint Champions will identify health and safety requirements for Preventative, Predictive and Planned Maintenance Program. These requirements will include both those that are regulated by government agencies, applicable Consensus Standards and those established in the UAW and Company programs. The LJHSC and the Joint Champions will also ensure local regulations and/or practices currently in effect are included. Safety-related information, such as established safe operating procedures, shall be included in the Planned Maintenance Program (e.g., MAXIMO). All open safety related Planned Maintenance items over 30 days shall be reported at the Safety Review Board monthly.

Section 23.28. Working Alone

The parties have discussed the need for a policy regarding the assignment of employees to tasks in isolated locations or confined entry spaces. That anytime an employee is assigned to work alone in an isolated area, the Company has instructed plant Leadership to ensure an appropriate level of personal surveillance. Additionally, when work assignments involve situations hazardous to an employee, appropriate precautions will be taken in accordance with safe work practices, including air sampling and ventilation, when necessary, communications systems, personal surveillance arrangements and, as required, adequate support personnel. When an employee brings to Management's attention a situation where they are reasonably concerned that their safety is jeopardized because they are working alone, Management will provide a copy of an applicable written Safe Operating Procedure to the employee detailing precautions to take to perform the task safely. If one has not been developed and reviewed, Management will give the employee job instructions to perform the task safely and make a written request to the LJHSC for the development of Safe Operating Procedure. Safe Operating

Procedures will be developed by a cross functional group, including the LJHSC, maintenance teams, engineers, supervisors, and others and will be reviewed by the SRB at the next regularly scheduled meeting. This will not change or restrict any mutually satisfactory local practices.

Section 23.29. Joint Skilled Trades Safety Teams (JSTST)

The International Union, UAW and the Company agree that a Joint Skilled Trades Safety Team/Committee will be established within 90 days of ratification. The International Union, UAW and the Company agree that a collaboration on improving the safety of skilled trades work is important. The Safety Review Board will establish a Joint Skilled Trades Safety Team (JSTST).

The goals of the Joint Skilled Trades Safety Team are to assist the site Safety Review Board (SRB) in creating and maintaining the right skilled trades safety culture, and leverage the collective experience, expertise, and capabilities skilled trades workers through management commitment, peer leadership, participation, and teamwork. To fully integrate safety as an inseparable part of every job and ultimately eliminate injuries and incidents. This initiative relies upon each worker becoming a stakeholder in the hazard control process and being empowered to take responsibility for their own safety and the safety of others.

This endeavor is clearly focused on a skilled trades culture where the same pride and competence exhibited when it comes to performing their jobs is integrated into their role in preventing incidents and making the site safer for everyone. Skilled trades workers develop outstanding observation and troubleshooting skills and techniques when it comes to finding and fixing the problems on the site floor. The International Union, UAW and the Company agree we need to cultivate that same skill level and attitude when it comes to recognizing hazards and implementing control measures. Moving beyond their present mastery of safety procedures and protocols, the workers will develop expertise in hazard recognition and control.

There are several essential objectives required to achieve our goal:

- Establish a clear and unmistakable commitment by all skilled trades supervisory personnel to the safety of their employees and the participative process.
- Development and utilization of a comprehensive hazard recognition and control skill set for the skilled trades workers and supervisors.
- Integrate peer expertise into the safety leadership model to create a new composite in recognition of the important potential safety contributions and innovations of the workers.
- Within the skilled trades organization create a "team" environment where everyone shares the responsibility and accountability to make safety the overriding priority.
- Establish a clear and unmistakable commitment by the site leadership and local union leadership to the goals and objectives of the Joint Skilled Trades Safety Team.
- Create a work environment where skilled trades employees will readily report near miss issues for the purpose of preventing injuries to themselves and their fellow workers.

- Create a working environment where skilled trades workers will take immediate action to prevent an injury, when observing an unsafe situation.

Section 23.30. Emergency Response Teams

During these negotiations, the parties discussed certain issues related to Emergency Response Teams. The International Union, UAW and the Company will establish guidelines for Emergency Response Teams. The parties agree that the SRB will ensure that an emergency response plan is in place which addresses all Emergency Response Team (ERT) basic training, concerns, and situations specific to their site. The Company will highly encourage employee participation on Emergency Response Teams. Furthermore, the SRB will offer ERT first responders training pursuant to the Company's Medical Policy. This will not change or restrict any mutually satisfactory local practices that exceed these requirements. The Company will provide adequate chemical and medical response equipment for the Emergency Response Teams at the plant.

Section 23.31. Contractor Safety

When the Company provides outside contractors, vendors, or OEM's, the International Union, UAW and the Company agree Health and Safety policies and procedures and relevant UAW and Company Health and Safety work practices will be followed. The LJHSC will identify procedures for contractor safety and provisions for protecting the UAW and the Company employees during contractor work. The contractor's Job Site Safety Plan will be reviewed prior to commencement of on-site work, and work activities will be periodically monitored thereafter for compliance. Additionally, the Company requires that construction or maintenance contractors comply with applicable Federal, State, applicable Consensus Standards and Municipal Health and Safety regulations.

Where the nature of the construction or maintenance work requires that contractor employees work in proximity to UAW and Company employees and the project and activities are likely to adversely impact the health and safety of UAW and Company employees, the Company will require, as a condition of the construction or maintenance contract, the contractor's commitment to abide by UAW and Company Health and Safety work practices. The Company has also agreed to continue to report contractor incidents, including serious injuries and near misses, to the UAW.

The Joint Safety Contract Management Champions and the SRB will monitor contractor safety activity to ensure compliance.

The LJHSC will jointly develop a process to allow the ability to request to unlock safety tasks (i.e., Request to Unlock Safety Tasks (RUST)) and controls within the PLC. These changes must be reviewed and approved by the LJHSC. All Safety PLC passwords must be maintained by the Joint Safety Representatives at the UAW and the Company.

Section 23.32. Engineered Nanomaterials

Regarding the health and safety of workers exposed to engineered nanomaterials in the workplace, the parties affirm the importance of timely hazard communication and addressing known risks, if any, early in the production process.

The Company will continue to seek to identify any chemical materials and parts containing engineered nanomaterials whose handling, while processing, may create a hazard, e.g., grinding, sanding or spraying. To the extent hazards are identified, such information will be shared with the LHSC as it becomes available, and the International UAW as requested. Where known hazards, if any are identified, the Company will inform affected employees, as soon as practicable, of known risks and symptoms of exposure and methods of protection related to the identified materials or processes. With respect to joint efforts relating to identification of known hazards relating to engineered nanomaterials, where such hazards are identified, formal progress reports will be shared with the LHSC on a quarterly basis, if not sooner. Training programs for engineered nanomaterial hazard recognition, control methods and sampling techniques will be delivered as part of regularly scheduled health and safety training to appointed UAW Health and Safety Representatives within the first twelve months of this contract period.

The joint parties will work to draft a UAW – Ultium Cells LLC Audit Technical Standard addressing exposure assessment and control of engineered nanomaterials within twelve months and, thereafter, revised as needed, when new information becomes available. Once developed, the parties will discuss implementation of the standard with the NJC.

Based on these efforts, to the extent the National Joint Parties agree necessary or appropriate, exposure assessments will be conducted jointly by Ultium Cells LLC Industrial Hygiene and Lead UAW Health and Safety/Industrial Hygiene Representative appointed with oversight provided by NJC.

Section 23.33. Health and Safety Conference

The parties agree to attending the International Union, UAW Health and Safety Department's annual conference which would benefit the Company, UAW Safety Representatives, and T3 Trainers at Ultium Cells, LLC. This training provides a variety of training related to new technology, OSHA 30 training, de-escalation, and conflict resolution, ERT training, (such as confined space, fall protection, and fire extinguisher training), and all necessary trainings to perform their duties provided by the UAW or Ultium. The Company would identify two individuals related to safety, at a minimum. The compensation related to the training and travel will be paid by the Company.

UAW Tentative Agreement 10/5/2023

UAW RESPONSE:	24-11
Date:	10/5/2023
Time:	12:53 PM

Article 24: SKILLED TRADES SUPPLEMENTAL AGREEMENT

This Skilled Trades Supplemental Agreement, referred to herein as the "Supplement" is made and entered into on (month_, 2023, by Ultium Cells, LLC located at (names) referred to herein as the "Company" and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) and its Local 1112, referred to herein as the "Union".

This supplement shall be binding on both the Company and the Union and shall be faithfully performed by each. The parties recognize that an approach to labor-management relations that promotes cooperation, mutual trust, and good faith must be implemented if our goals are to be reached.

Section 24.1 Skilled Trades Supplement Preamble

The Company and the Union recognize the importance of a well-trained, properly equipped, and effective Skilled Trades workforce to the success of the organization. The Safe, efficient, and collaborative execution of Skilled Trades contributions to operational success are the goals of the company and the Union, jointly working together to foster these important principles.

Among the important topics that the Company and the Union will work toward together, include Skilled Trades, health & safety, overall effectiveness, quality of work-Life, working conditions, Job Security, Company Competitiveness, and product and service quality.

The Company and the Union realize that achieving our goals are more than words in an agreement. The parties believe that understanding and respect for their respective rights and responsibilities is crucial to our joint goals. The parties believe that sincerity, and transparency will serve the joint parties well toward serving the best interests, and well-being of all employees, and the business.

A Skilled Trades Advisory Committee consisting of the appropriate Company and Union representatives will meet every month or as needed, on company time, to discuss matters pertaining to this supplement and the implementation thereof.

This Skilled Trades Supplement shall apply to all Skilled Trades and Apprentices as applicable herein.

In recognition of these principles, the parties agree to the following "supplement":

Skilled Trades Advisory Committee ("STAC")

The Company facility director, and the Union Chairperson will serve as ex officio members of the STAC committee. They will select the maintenance leadership for the committee for their respective organizations.

The STAC will be composed of three Company and three Union members, including two Company maintenance leaders and a Company Apprentice Representative, and a Union Committee Skilled

Trades Maintenance Leader, A Union Committee Member Knowledgeable in Skilled Trades, and a Union Apprentice Representative who will be focused on upskilling, reskilling, and apprenticeship responsibilities. Additionally, the maintenance leadership of the committee may add any other Subject Matter Experts (SMEs) deemed appropriate as defined by the committee, including SMEs needed to supplement the apprenticeship program periodically shall be added as appropriate.

Section 24.2 Skilled Trades Teams

The Union and the Company recognize that the plant's ability to be competitive is contingent upon improving the effectiveness, flexibility, empowerment, stability, and job security of the Skilled Trades workforce. The parties agree that this will be applied in a manner that supports our mutual objectives to manufacture products safely at industry leading quality, cost, and timing levels while enhancing the rights, dignity, and empowerment of UAW Skilled Trades workers.

The parties agree to provide an organizational culture that will serve the needs of our UAW-represented skilled employees and provide our customers with continuous improvements in product quality and value.

The parties agree that this approach can best be accomplished through the formation of Skilled Trades teams established on the basis of qualified and knowledgeable Skilled Trades utilizing the "first person in" concept of work assignments in the teams. This concept recognizes the importance of matching needed core skills with the tasks. Collaboration amongst the various trade groups, supporting each other is a crucial part of leveraging their collective knowledge and experience for continuous improvement activities. Other considerations toward fostering collaboration will include common tasks (ex: a mechanical task common among the mechanical group's core skills and area or department proximity). The concept of helping hands will be employed where core skills does not preclude a person from assisting cross trades due to safety concerns. Each team may have a Crew Leader (as detailed in section 24.4) who will directly report to a Skilled Trade knowledgeable supervisor.

The Skilled Trades are often faced with novel, and complex tasks. It is expected that they will be encouraged to pause their efforts and seek assistance from their area SMEs (ex: Production Crew Lead, Skilled Trades Crew Lead, Safety Representative, or Supervisor) when situations arise that pose a risk that is unaccounted for, or in cases of indecision about such a task.

Any work assignments that are not routine in nature will be required to utilize a pre-task analysis approach, including a collaborative and plan-oriented execution of the work, and a detailed post task analysis to capture lessons learned and share experiences. The pre-task analysis process will be jointly developed with the input of the Skilled Trades. The Skilled Trades will lead the process culminating in sharing of knowledge and experience about the best, and safest ways to perform the work. The STAC will identify the pre-task planning material and facilitate ongoing improvements to the process with Skilled Trades input.

Central to the team approach are interdependent highly trained teams and supervisors that meet regularly to discuss issues affecting the team, its work, and the work environment. Team meetings will be held weekly, or as needed on Company time; and the meetings will focus on safety, product

quality, training, cost, quality of work-life, mitigation of risk, and what elements of their normal work might have drifted close to safety margins, and other issues that are within the team's ability to address. It is expected that leadership will take this opportunity to share principles that will guide the work and ensure that every Skilled Trades worker returns home safely to their families every day. Among the most important organizational principles is the expectation that no employees sustain serious or fatal injuries. Another important organizational principle is the importance of learning, and fluent, transparent collaboration at every level of the organization.

The parties commit to supporting the team approach and agree to create an environment where everyone's energy is directed towards personal achievement while supporting both the Company and Union mission. It is expected that each employee's sense of job security, personal responsibility, achievement, and quality of work-life will increase, as they participate more in decisions that affect them and the equipment/processes they install, commission, repair, service, and deconstruct.

Section 24.3 Skilled Trades Work Assignments

Skilled Trades work assignments will follow the premise of utilizing core skills and be established separately within the following Occupational Groups:

- Electrical Occupational Group
- Mechanical Occupational Group

Those employee(s) whose qualifications and experience indicate that they were employed in the electrical field will be assigned to the Electrical Occupational Group. Those employees whose qualifications and experience indicate they were employed in other mechanical Skilled Trades fields will be assigned to the Mechanical Occupational Group.

The concept of collaboration will also be employed where special skills or knowledge does not preclude a person from assisting cross trades due to safety concerns. While it is often beneficial for an electrical and mechanical team members to collaborate and support each other for tasks such as troubleshooting, core skills shall always be considered when performing work. The concept of collaboration is not intended to be used as a backfill for other skilled trades positions across classifications.

Section 24.4. Skilled Trades Crew Leader

The Skilled Trades Crew Leader position will be a bid position. The bid process will be detailed by the STAC within 90 days of the ratification of this Agreement. The duties of the Crew Leader will encompass scheduling, job coordination, spare parts ordering (as directed by Part Leaders), safety risk planning, standardized work development, and other related duties, as assigned. The Crew Leader will not have responsibility for discipline, hiring, firing, overtime equalization or other similar matters, which will remain the direct responsibility of a management employee. Current Crew Leads at the time of ratification will be grandfathered into their current role.

The department will be canvassed for employees who are interested in being considered for the Crew Leader position. Management will post for and select from any of the interested employees for the Crew Leader position using merit, competency, and ability with seniority breaking all ties where merit, competency, and ability are equal.

Crew Leaders are considered working leaders as needed. Concerns regarding conflicting duties will be mitigated by their supervisor with escalation to the STAC if needed.

No employee will be forced into a Leader position; however, volunteers may be obtained.

If during the life of this Supplement the Company contemplates expanding the role of Leader, the parties agree to meet to negotiate the duties, compensation, selection process and other effects relative to the change(s).

Crew Leader Deselection

The parties reaffirm their commitment to enabling and supporting selection of quality Skilled Trades Crew Leaders. In recognition of the value this position brings, every effort will be made to maintain their service as a Leader.

If a direct supervisor of a Crew Leader believes a leader is in need of guidance/mentoring, they will ask the STAC to review any concerns and conduct mentoring accordingly. Ongoing concerns will be addressed by Human Resources (HR) and deselection determinations made at HR's reasonable discretion based on merit and ability concerns. Concerns regarding Selection or Deselection may be the subject of the grievance procedures.

Crew Leaders may use their Date of Crew Leader selection to exercise shift preference, in accordance with the Shift Preference Article, by bumping an existing less senior employee (Crew Leader), or once a newly selected Crew Leader has established 90 days on the job.

Section 24.5. Skilled Trades Seniority

Seniority as provided for in the Agreement shall apply to Skilled Trades.

Section 24.6. Skilled Trades Shift Preference

Shift Preference as provided for in the Agreement shall apply to Skilled Trades.

Section 24.7. Skilled Trades Reduction in Workforce / Layoff and Recall

Reduction in Workforce/Layoff and Recall as provided for in the Agreement shall apply to Skilled Trades.

Section 24.8. Skilled Trades Vacation Scheduling

Vacation Scheduling as provided for in the Agreement shall apply to Skilled Trades.

Section 24.9. Skilled Trades Occupational Groups

Skilled Trades seniority is established separately within the two Skilled Trades Occupational Groups by classification at date of entry.

Skilled Trades employees will fall within the Occupational Groups defined by UAW apprenticeable Trades as follows:

- Electrical Occupational Group members are defined as Electricians and any other electrical related apprenticeable Skilled Trades and Journeyperson(s) as so mutually agreed upon in writing between the parties.
- Mechanical Occupational Group members include: Machine Repair, Millwrights, Pipefitters, HVAC Technician, Boiler Operator, and Machinist (collectively work together as "Industrial Mechanics"). The primary production maintenance mechanical classification is Machine Repair. Any other mechanical related apprenticeable Skilled Trades and Journeyperson(s) shall be mutually agreed upon in writing between the parties.

If an employee is transferred permanently from the production member group to the Skilled Trades group (ex: apprenticeship indenturing, credentialed Journeyperson internal hire), he/she shall establish seniority as a member of the new Occupational Group as of transfer and entry date. External Hiring of properly credentialed Skilled Trades/Journeypersons will be given a date of entry as of their date hire. They will be placed at the bottom of the seniority list (last) as of that date.

The two areas designated for Skilled Trades are Facilities Maintenance and Production Maintenance. Seniority will be accrued by the two Skilled Trades Occupational Groups by classification at date of entry.

Opportunities to move between the two areas, Facility Maintenance and Production Maintenance will be under the following circumstances:

If a Skilled Trades Employee holds a valid Journeyperson card or the equivalent credentials as listed in this supplement, for the Occupational Groupings/classifications listed herein, they can exercise their seniority to:

A. Fill an opening created in that area.
B. Fill a promotional bid in that area such as (Crew Leader).

If the Skilled Trades employee does not have a journeyperson card in the listed occupational groupings, they must possess the requisite time and experience listed in this supplement. For non-promotional openings, the Local Apprentice Representatives may evaluate the non-promotional opening opportunity to determine if the current level of knowledge and experience are adequate for the duties required for the opening.

Training opportunities cross departments toward journeyperson status will not displace Skilled Trades in the department training is taking place in. Trainer to trainee ratios are best conducted

at a level not to exceed 1:1. Where training effectiveness will not be diminished, the STAC may approve a higher ratio. This is not meant for apprentice training which is 1:1.

Skilled Trades employees who do not possess a Journeyperson card or equivalent, will be identified and circled as candidates for further training (upskilling) toward a Journeyperson card or equivalent credential. This article establishes a starting baseline and sets forth the pathway for Skilled Trades to establish these skillsets. There will be no reduction in pay or benefits as a result of this baseline. The STAC in consultation with the International UAW Skilled Trades Department will provide guidance on assessment of each circled Skilled Trades employee to place them in the proper level of the designated apprenticeship from a training or upskilling perspective. They will be eligible for upskilling at that point. Similar apprenticeship rate graduations will apply the same commencing from the placement in the program up to Journeyperson status (topping out) or equivalent.

Any required licenses or certifications beyond the credentials set forth in the Journeyperson card requirements will be facilitated and reimbursed by the Company with no costs to the Skilled Trade employee. Such participation by Skilled Trades will be compensated as set forth in this supplement as part of the Skilled Trades Training portion of the agreement.

Section 24.10 Hiring Journey Person Externally:

The Company and the Union are committed to the standards set forth for our Skilled Trades. When Hiring Skilled Trades externally, and where practical, the following qualifications will be considered:

- Completion of a bona-fide apprenticeship program with standards equivalent to the Union/Company Apprenticeship Standards, or
- Eight (8) years of documented experience in the trade, or
- Five (5) years of documented experience in that classification and three (3) years of documented experience in a related apprenticeable classification, or
- Experience and training equivalent to that required in a bona-fide apprenticeship program as set forth above.

In applying this policy, it is understood that the Company must maintain appropriate flexibility to be able to meet its skilled workforce requirements in those unusual situations where applicants who fully meet the criteria are unavailable. Nothing herein shall modify, limit, or restrain the Company's sole and exclusive right to hire.

Where feasible, the Joint Apprenticeship Representatives will be afforded the opportunity to review the candidates' credentials.

Section 24.11 Bargaining Unit-Included Work Non-Bargaining Unit individuals shall not perform Skilled Trades bargaining unit work except under the following conditions:

A. In the instruction or training of Skilled Trades employees in unforeseen circumstances. (For example: A novel and/or unexpected breakdown that requires special instruction.)

B. Attempting to improve/tryout methods of production (a Skilled Trades bargaining unit member can be present).
C. Subject Matter Expertise in Problem resolution (a Skilled Trades bargaining unit member can be present).

It is understood that all efforts will be made to use alternative measures such as overtime and the calling of employees before the Supervisor determines that they need to temporarily supplement the hourly Skilled Trades workforce in unforeseen circumstances. These provisions will not be used to circumvent the Skilled Trades staffing.

Section 24.12 Skilled Trades Training

Due to the unique circumstances facilitating two Occupational Groups and the need for flexibility of skilled assignments, the Company agrees that it will provide and compensate for all costs associated with technical training as required by the facility training plan. Any required licenses or certifications required as a result of this training will be covered by the company. Any applicable shift premiums, or other premiums as set forth in the agreement will be paid as part of the training. Training shall be during the assigned shift, where possible. The purpose of this training will be to help the Skilled Trades employees maintain and enhance their core skills, establish new skills through upskilling, and update safety awareness and knowledge. The STAC will discuss and concur with an appropriate training plan for each year of the agreement.

In cases of new technologies, equipment, and processes, the Company will provide training, and hands on experience to efficiently, and safely implement new technologies, equipment, and processes into the plant.

Every attempt will be made to allow Skilled Trades to attend training. In the case of unforeseen circumstances such as emergency breakdowns it may be necessary to reschedule trainees for training. If a Skilled Trades employee(s) is denied the opportunity or is removed from training, then rescheduling of said employee(s) will, to the extent possible, become a priority. The Company may utilize a process of Training a qualified Skilled Trades person (T3) to train others on their team where possible/practical.

Internal Trainers

If, in the Company's and Union's judgment, a Skilled Trades person is qualified to conduct technical training, the tradesperson may be asked to volunteer to provide such a service. STAC will concur on the selection and give the recommendation to the Plant Chairperson, and H.R. Manager for approval, and may be further trained to deliver such training. Developing internal trainers is desirable and mutually beneficial. Internal training templates for creating certified trainers will be jointly developed. They will detail content and delivery expectations for the subject matter.

Material related to training content will be given to participants or made available electronically with easy access for those who can use electronic formats.

Section 24.13 Journeyperson Development and Upskilling

Upskilling Program Implementation

A. The Company and the Union agree to empower the STAC to investigate and implement the Upskilling Program through the Apprentice Representatives. The committee shall meet on a regular basis to assess the training needs, develop flexibility/versatility charts for evaluation of skills sets, identify relevant training opportunities, and ensure the effective execution of the program. The commitment (cadence and timing of pathway completion) to help candidates attain Journey card or equivalent status will be balanced with the impact on operations and the availability of external and internal training resources.
B. The Upskilling Program shall focus on providing comprehensive training that aligns with the specific needs of the Company and incorporates input from the journeyperson employees to tailor the curriculum according to the corresponding classification.
C. The Upskilling Program shall be flexible and accessible, utilizing a combination of in-house training, external training, online courses, mentoring, and other appropriate methods to accommodate diverse learning styles and preferences.

Eligibility

A. All current Skilled Trades employees who have not attained Journeyperson or equivalent status and who express an interest in participating in the Upskilling Program shall be eligible. Two paths for attaining Journeyperson or equivalent status will be available: a bonafide apprenticeship, or 8 years of on-the-job experience with designated core skills to be attained.

Compensation and Benefits

A. Skilled Trades employees opting for participation in the Upskilling Program shall receive compensation during training hours as per the current Collective Bargaining Agreement.
B. The Company shall bear the cost of all training and educational materials approved by the STAC as part of the Company training plan, including tuition fees, books, and other necessary resources.
C. Upon successful completion of the program, Skilled Trades employees shall be entitled to appropriate recognition, including Journeyperson certification and any wage or bonuses for achieving Journeyperson or equivalent status, and the Skilled Tradesperson qualifies, he/she may apply for their Journeyman Card through the International UAW Skilled Trades Department.

Evaluation and Review

A. The Upskilling Program shall be subject to regular evaluation to assess its effectiveness and identify areas for improvement.
B. The STAC Apprentice Representatives shall conduct these evaluations and make necessary adjustments to the program to ensure its continued success.

C. The STAC Apprenticeship Representatives shall hold an annual review of the Upskilling Program's performance and make any required modifications to keep it relevant and impactful.

Section 24.14 Skilled Trades Specific Specialized Protective Equipment

There are tasks the Skilled Trades perform that require specific, specialized protective equipment to be used. The Company will provide this equipment at no cost to the employee. The following, details specific criteria that will be used in the provision and/or use of this equipment. Replacement of all identified equipment will be done expeditiously as the useful life approaches being met as indicated by the manufacturers and any applicable standards.

Arc rated suites for electricians as specified by the NFPA 70E standard or equivalent, will be provided, and cleaned properly by the Company after every use. These specialized suits will be conveniently located to promote usage and proper storage.

Inclement weather gear will be provided to each Facilities Skilled Trade employee, who work outside. This gear will be of the high-visibility type to ensure work being done in dark places or at night can be easily identified as a worker performing tasks. An ANSI Green or equivalent color shall be used. Both cold weather and inclement weather considerations shall be accounted for.

The current supply of arc-rated clothing counts will remain unless a fourteen-day supply is requested due to usage concerns/circumstances. Cleaning will be done by the Company on an ongoing basis.

Arc-rated gloves with both rubber and leather pairs will be provided to electricians. They will be inspected per the requirements of NFPA70E. Any defective or end of useful life gloves will be replaced promptly.

Section 24.15 Maintenance Management Systems

A recognized maintenance management system such as "MAXIMO" is critically important to the maintenance, and reliability of equipment as well as the health and safety of employees. Maximo or an equivalent system shall be used in conjunction with other Company efforts to keep equipment in excellent working order. The system data will be available for access by the STAC upon request. Concerns or suggestions about the Maximo system/process will be brought to the STAC. Safety critical work orders will be identified by the joint parties. They will be given a high priority status in the system. The progress of these work orders will be provided weekly to the joint local leadership to ensure they are timely in completion.

The Company and the Union acknowledge the need to establish clear guidelines and responsibilities for planned/preventative maintenance activities within the workplace. It recognizes the significance of these tasks for the efficient and safe operation of the plant while delineating the roles of Skilled Trades and production workers in the maintenance process.

Section 24.16 Planned/Preventative/Emergency Maintenance (PPEM) Defined

A. Planned/Preventative/Emergency Maintenance (PPEM) refers to a systematic approach to maintenance that involves scheduled inspections, cleaning, adjustments, and replacements to ensure the reliability and optimal functioning of equipment and machinery.
B. PPEM is crucial for minimizing unscheduled downtime, reducing equipment failures, and extending the lifespan of critical assets within the plant.

Skilled Trades Responsibilities

A. Skilled Trades employees shall be responsible for conducting PPEM tasks that require technical expertise, specialized training, and qualifications.
B. Skilled Trades shall perform complex inspections, repairs, overhauls, and calibration of equipment and machinery, following established maintenance procedures and safety protocols.
C. Skilled Trades shall also be accountable for maintaining accurate records of completed PPEM activities, identifying potential issues, and providing feedback to improve maintenance processes, using MAXIMO or an equivalent system.
D. The Skilled Trade data generated will not be used in any way for punitive purposes. It is understood that team members are accountable for their work.

Section 24.17 Tools and Equipment Provisions

The parties reaffirm their commitment to providing the proper tools for Skilled Trades to perform the required work. A toolbox and base tool set is provided upon onboarding. A request for additional specialty tools as identified by the Skilled Trades as needed to achieve an efficient and safe means of task completion may be submitted to the STAC for review and approval.

In the event a locker or toolbox has to be opened by management, a Union committee person or representative will be present throughout the process.

Section 24.18 Skilled Trades Maintenance shops:

The STAC will evaluate the minimum number of Skilled Trades Workshops per area (Facility and Production Maintenance). It will also consider the design and equipment. Consideration for current and future business needs is critical in locating any maintenance shops. The STAC will facilitate input on the design of the facility workshop which is projected to be completed within 6 months after ratification of this Agreement.

Section 24.19 Skilled Trades Safety and Health Learning The parties agree that safety and health are of utmost importance. The Company shall continue to make provisions for the safety and health of its Skilled Trades employees during hours of work and the Union will cooperate with and support the Company's efforts to eliminate accidents and health hazards.

An employee is required to report a work-related illness or injury to his supervisor immediately. The Company will pay an employee's lost work time if she/he requires off-site medical care on the day that he reports a work-related illness or injury. Reporting must be welcomed and encouraged by management. All events/injuries of a serious nature must be approached with a

learning attitude by management. Learning context from the experts of the work (Skilled Trades). The goal is to prevent reoccurrence. Understanding the context of the work, and why actions made sense in the moment is crucial. The Company shall create an environment that enables reporting, and transparent learning by creating a culture of safe inquiry.

The Company will provide first aid facilities and a qualified person to administer first aid to the extent necessary for adequate care of employees on regularly scheduled shifts.

Section 24.20 Troubleshooting Training:

The Company and the Union recognize the unique risks and challenges Skilled Trades Employees face while troubleshooting equipment. Within 180 days of the agreement, the Company will initiate a Troubleshooting Training development pilot strategy. This can include engaging a third-party instructional design company who can work with the Skilled Trades employees to outline the content of the training. Content will be centered around general troubleshooting techniques, and the use of available technologies to safely perform the tasks. It is not intended that equipment documentation will be shared with development vendors as part of the development. This training can be delivered annually to all Skilled Trades by internally certified/qualified trainers. Training content can include plant equipment risks, and the general risks included with the act of troubleshooting. Benchmarking can take place where available to review best practices.

Additionally, the Company will work with Skilled Trades to identify and consider new technologies and safe troubleshooting tools that will assist in high-risk troubleshooting activities. This may include robotics, drones, portable vision systems, etc.

Section 24.21 Chemical Awareness and Safety Training

Due the nature of the operations, a Skilled Trades chemical safety training module will be developed to be delivered annually to all Skilled Trades including apprentices. The content will be based on task, and unique condition exposure potential indicative to Skilled Trades work, including plant/operations specific scenarios. Internal trainers can be considered to deliver this training on an ongoing basis.

Section 24.22 Outside Contracting

During these negotiations the company and the Union discussed the need to balance Outside contracting certain work with the desire to recognize and utilize the valuable skills and ability of the Skilled Trades workforce for all work that is feasible for them to do. In some instances, work is contracted due to circumstances that preclude Skilled Trades from performing the work as detailed below.

Consistent with Ultium's and the current industry practices, the company intends to outside contract building construction projects. While new installation projects, including commissioning, of large production equipment will be contracted, the outside contracting checklist will be utilized to determine any appropriate opportunities for the Skilled trades to participate in those types of projects. Factors such as: very high-risk work, special training certifications and regulations, project complexity, purchase of new production equipment,

significant modification to processes involving cell chemistry and form, and workforce logistical challenges, will be used to determine contracting needs.

With regard to Commissioning, the Company believes that this work provides learning and training opportunities for our Skilled Trades. The elements of electrical debugging, powering equipment on, Safety circuit checks, and Input/output (I/O) checks provide unique and valuable opportunities to learn new equipment. The Company commits, where feasible, to assigning the appropriate Skilled Trades workers during these critical time frames to work with outside personnel. Other opportunities for learning during commissioning will be utilized as identified.

Changes in the size, skills, and certifications of the Skilled trades workforce will be considered in future discussions. Where circumstances warrant further dialogue to assess the Skilled trades doing work, the Outside Contracting Checklist will be utilized.

EXHIBIT

OUTSIDE CONTRACTING CHECKLIST

(Factors To Be Considered Prior To Letting an Outside Contract for Skilled Maintenance and Construction Work)

The Company and the Union discussed provisions of the Collective Bargaining Agreement. The Following Outside Contracting checklist has been agreed to by the parties for use as a planning tool to ensure that relevant factors related to Outside Contracting are fully considered prior to a contract being led to an outside contractor.

The following Outside Contracting Checklist has been developed and agreed to by the

Advance Notification and Clearance Procedure	
Please place a check in the "Fully Considered" column after each factor is considered.	Fully Considered
(1) Provide the Union with advance notification in writing prior to letting such a contract (except where unforeseen time and emergency circumstances prevent it).	
a. Describe the projects general nature and scope	
b. Indicate the estimated trades and manpower that are required.	
c. Provide the approximate dates within which the work is expected to be performed.	

d. State why the services of an outside contractor are being contemplated.	

OUTSIDE CONTRACTING CHECKLIST

Advance Notification and Clearance Procedure	
Please place a check in the "Fully Considered" column after each factor is considered.	Fully Considered
a. Are peculiar specialized skills involved?	
b. Is specialized equipment not available?	
c. Are there other reasons, such as economies of scale, which can be realized because specialized contractors can better perform the work in question?	
d. Does the volume of construction work preclude the possibility of its completion within the time limits set forth by the Company?	
(2) Afford the Union an opportunity to comment on the Company's plans within one week of the project review meeting	
(3) Consider the Union's comments in light of all attendant circumstances and give appropriate weight to those comments.	
(4) Plant Engineering Department to evaluate the ability of local plant forces to handle the given project.	
(5) If Plant Engineering decides it is unable to perform the work in question, advise the local Union and if the Union so requests, a meeting will be arranged by the Labor Relations Team for the purpose of further advance discussion with the Union as to why plant forces cannot perform the work.	

OUTSIDE CONTRACTING CHECKLIST

Advance Notification and Clearance Procedure	
Please place a check in the "Fully Considered" column after each factor is considered.	Fully Considered
a. Provide the Union with a written communication concerning the results of the meeting.	
b. If part of the project is to be performed by plant forces, identify that portion in the written communication.	

Project Planning and Scheduling	
Please place check in the "Fully Considered" column after each factor is considered.	Fully Considered
(6) Will be performing the work on straight time vs. overtime, including weekends	

(7) Identify any plant Skilled Trades forces on layoff, how they will be brought back.	
(8) State if there are any specialized work skill competencies that the contemplated contractor personnel possess that Company forces do not.	
(9) Indicate the number of outside contractor personnel involved in the project.	
(10) Determine number of Skilled Trades employees available committed to complete project [canvassing].	
(11) Estimate the percentage of affected trades to be assigned work alongside the contemplated contractor if contemplated.	

Service and extended warranty contracts shall be considered in the same way as set forth herein. Concerns regarding the Checklist alignment will be escalated to the Skilled Trades Advisory Committee (STAC). Failure to comply with the provisions of the Collective Bargaining Agreement with respect to outside contracting could result in a grievance protesting the contemplated outside contract.

Company Representative Date:

Union Representative Date

Additionally, in rare emergency circumstances where immediate actions may be necessary, the Company will immediately notify the Local Union and the parties will communicate directly to facilitate equitable decisions to mitigate the emergency situation. In some cases, local Skilled Trades may be able to mitigate the emergency, unless special skills and equipment are needed. In these cases, open, transparent, and clear communications are imperative to review and resolve unique circumstances.

Section 24.23 New/Modified Equipment Reviews:

The Company and the Union confirm their commitment to utilizing the skills and expertise of the Skilled Trades workforce with respect to new equipment reviews. The parties agree that upstream reviews and corrections are most beneficial and cost effective. To this end, jointly identified Skilled Trades will be allowed where possible, to review and provide input on equipment design and build from an operational and maintenance/servicing perspective.

As part of the reviews, Skilled Trades will ensure that all necessary documentation, manuals, and schematics are available, legible, in English, and will be delivered with the equipment to the plant.

When it is necessary for contractors, integrators, and commissioning personnel to be on site, they will be held to equivalent standards and protocols as the plant adheres to while performing any work.

If there are communication barriers to the transfer of knowledge, the Company will make reasonable efforts to ensure communication is possible, including providing translators, the use of technologies to assist in communications, and relevant training. The goal of shadowing is the transfer of skills, knowledge, and experience.

During plant commissioning of new/modified equipment, a process equivalent to the current G-Risk, and G-Comply standards being used, will be utilized to ensure all aspects of the installation and start-up are accounted for. This will include visual management of the milestones to ensure everyone understands the state of the equipment. This process will be well-documented, and the plant Skilled Trades along with other members of production, quality, and engineering may be a part of this process.

The Company and the Union will review all equipment, and identify gaps to available documentation, manuals, and schematics. A plan and definitive timeline will be jointly established to close all gaps. Electronic versions of these should be considered.

Section 24.24 New Technologies and Artificial Intelligence

The Company recognizes the value of engaging Skilled Trades in the earliest possible stages of consideration of new technologies. The Skilled Trades offer valuable insight into how technology will impact the plant, and its processes. Twice per year, the local joint leadership will meet to review in advance any new technologies being contemplated. Contemplated applications of Artificial Intelligence, including its impact on the bargaining unit and intended data collection, will be shared also. The technology will not be used as a punitive tool. Appropriate Skilled Trades associated with the applicable processes will be a part of these meetings. The Company commits to gap analysis and allocation of resources to close those gaps prior to any implementation of the equipment or processes. Any training associated with the technology will be facilitated prior to implementation, with hands-on training as soon as practical. An internal standard will be developed to control remote access (externally) of equipment. The goal will be to maintain the safety, security and integrity of the equipment while being accessed.

Section 24.25 Skilled Trades Retention and Morale:

The Company and the Union recognize the ever-increasing pressures and challenges in attracting and retaining Qualified Skilled Trades. The Company will conduct an annual retention and morale survey with all Skilled Trades on company time. The survey will be designed, conducted, and analyzed by a qualified third party using a valid survey instrument. All data will be shared with the Union. The joint parties will meet post analysis to determine next steps for improvement opportunities. The Company will select the survey third party with concurrence of the Union. A cross section of production members should be considered for surveying, this will provide

feedback on propensity to become Skilled Trades apprentices with a focus on attracting diverse candidates.

Section 24.26 Apprenticeship Program:

During these negotiations, the Company and the Union acknowledged that Skilled Trades personnel deliver essential support to operations that facilitate the success and viability of the operations they serve. Establishing new levels of competence within the apprenticeable trades through training and retraining will permit the Union and the Company to pursue the critical objective of continuous improvement in quality, flexibility, operational effectiveness and, in turn, enhance job security.

Apprenticeship Establishment

Within 90 days of ratification of this agreement, the parties mutually agreed to establish a Skilled Trades Advisory Committee (STAC) which will identify one Company and One Union Apprenticeship Representative to develop a DOL Registered Apprenticeship program for training of Skilled Trades apprentices and facilitating guidance and oversight of any upskilling needs.

Contents of the registered DOL standard completed by the Apprentice Representatives

- Minimum Qualifications for current members or outside applicants to apprenticeship
- Apprenticeship will be time based 8000 hours.
- Work Process Schedule and Related Instruction Outline
- Credit for Previous Experience
- Probationary Period 1000 hours
- Ratio of Apprentices to Journeypersons 1:1
- Details of the selection procedures using the Industrial Readiness Certificate Program.

The Skilled Trades Advisory Committee apprenticeship representatives will work with the DOL and the International UAW Skilled Trades Department to establish Registered Apprenticeship Standards for all Company and union apprentices.

Duties of the Apprentice Representatives

- Monitor the progress of all apprentices/upskillers at their location. This specifically includes monitoring apprentices' shop and school progress and performance, and making contact, when required, with apprentices on the job to determine progress. It also includes reviewing apprentices' in-course progress assessment reports, and prescribing training, shop rotation, and/or other appropriate remedial actions necessary to improve apprentices' performance in the program.
- Hear and decide all questions involving apprentices under these Standards which relate to their apprenticeship, including the apprentice's seniority date.

- Recommend that a Certificate of Completion of Apprenticeship be awarded upon satisfactory completion of the requirements of apprenticeship as established herein. No Certificates will be issued by the Registration Agency unless approved by the Skilled Trades Advisory Committee.
- Assist in projecting, as best possible, the future attrition rate of journeypersons in apprenticeable trades at their location, so appropriate numbers of apprentices to be placed on course may be requested.
- Work with local colleges and training vendors to establish and maintain necessary related training curricula.
- Help schedule training and act as a liaison to local colleges for our course work needs
- Report as requested to the Skilled Trades Advisory Committee.
- Administer the IRCP program to develop an apprenticeship list.
- Other duties as identified by the joint parties pertaining to reskilling, up Skilled Trades Journeyperson card status.
- Offer suggestions for the improvement of the apprentice program. Comply with all procedures as established by the Skilled Trades Advisory Committee.

Section 24.27 Local Joint Apprentice Representatives:

During these negotiations the joint parties discussed the value of utilizing the apprenticeship foundational components to help bridge the upskilling gaps identified, as well as facilitating Skilled Trades Journeyperson card status. To this end a locally established apprenticeship program will focus primarily on existing Skilled Trades Journeyperson card status completion, and any upskilling needs as jointly identified by the local joint parties for the first two years of the agreement. If during this time the Skilled Trades Advisory Committee decides apprentices being added on course are appropriate, they may do so. As this completion curve becomes less resource intensive, the Skilled Trades Advisory Committee can shift more focus to establishing the first batches of apprentices going on course. One (1) UAW member of the Skilled Trades Advisory Committee shall be an Apprentice Representative, and jointly with one (1) Company member of the Skilled Trades Advisory Committee shall administer both work streams identified herein. An allocation for up to 40 hours per week will be afforded to the UAW Apprentice Representative to fulfill the required duties. With initial program setup and subsequent periodic program review, and program update decisions, two Skilled Trades subject matter experts will be identified by the Skilled Trades Advisory Committee, one from Facility maintenance, one from Production maintenance to provide area expertise in decision making in these meetings as needed. The STAC will oversee all activities, and ensure the hours being utilized are in accordance with the roles and responsibilities set forth herein. Additional apprenticeship members or allocation of hours for committee members will be managed by the Skilled Trades Advisory Committee on an as needed basis.

The UAW Local Apprentice Representative shall be permitted to attend regular Shop Committee meetings for the purpose of assisting in the handling of apprentice-related issues. They will be

paid their regular rates for time spent in such meetings and for making the investigations provided for in this sub-paragraph for the hours they would otherwise have worked in the plant.

The UAW Local Apprentice Representative and a Company apprenticeship representative member of the Skilled Trades Advisory Committee shall meet at a mutually agreed-upon time on an as needed basis. The UAW Local Apprentice Representative will be paid his/her regular rates for time spent in such meetings and for the necessary time to properly perform their duties and functions provided for the hours he/she would otherwise have worked in the plant.

Issues unresolved at the local level may be referred by the joint apprenticeship representatives to the UAW International Skilled Trades Department and Senior Company Leadership for guidance toward resolution.

Industrial Readiness Certificate Program (IRCP)

The UAW Local Apprentice Representative will develop and implement an Industrial Readiness Certificate Program to establish a list of candidates for the apprenticeship program.

Applications

The application process for apprenticeship training shall be made available to incumbent workers who have successfully completed the Industrial Readiness Certificate Program (IRCP) and wish to prepare for their future as a Skilled Trades Journeyperson through apprenticeship training. The Apprenticeship Representative will determine the distribution of such applications.

Apprenticeship Agreements

Apprentices shall be entered into the Program by separate apprenticeship agreements between the apprentice, the Company, and the Local Union. A copy of each Apprenticeship Agreement will be furnished to the Apprentice Representatives, and the Apprentice Apprenticeship Agreement will be registered with the Bureau of Apprenticeship and Training, U.S. Department of Labor.

Supervision Of Apprentices

Apprentices shall be under the general direction of the supervisor of the department to which they are assigned. The department supervisor is authorized to move apprentices from one (1) assignment to another in accordance with the predetermined schedule of work training. The apprentice will be assigned by the supervisor to a journeyman until further assignment by the supervisor. No apprentice may be retained on a scheduled work process for a period longer than the time for such work process unless permission is granted in writing by the Apprentice Representative.

Resignation

The apprentice shall have the right to resign from apprenticeship at any time upon three (3) days' notice in writing to the Apprentice Representative. The STAC will offer mentoring before the resignation of the apprenticeship is finalized.

Wage Progression

A. Apprentices hired on and after the effective date of this Agreement in each of the trades covered by these standards shall be paid a progressively increasing schedule of wages as follows:

- 1st 1000 hours--65% of the current Journeyman wage rate.
- 2nd 1000 hours--70% of the current Journeyman wage rate.
- 3rd 1000 hours--75% of the current Journeyman wage rate.
- 4th 1000 hours--80% of the current Journeyman wage rate.
- 5th 1000 hours--85% o of the current Journeyman wage rate.
- 6th 1000 hours--90% of the current Journeyman wage rate.
- 7th 1000 hours through completion of Program--95% of the current Journeyman wage rate.

Internal apprentice candidates will not be subject to a pay rate reduction and will fall into the progression that matches their current rate.

Apprentice Related Training Attendance

The Company shall provide the required related training set forth in the DOL Registered Apprenticeship Standards during the apprenticeship. Apprentices shall be paid at their regular hourly rates for actual school attendance, except for repeated courses, provided the total number of class hours for which an apprentice shall be compensated shall not exceed the required number of hours required in the Appendix A of the DOL Registered Apprentice Standards.

Time spent on actual school attendance by apprentices who enter into Apprenticeship Agreements shall not be subject to overtime or premium pay and such time shall not be considered as time worked in computing overtime or premium pay. 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, are not to exceed normal work hours scheduled, which will be used for overtime calculation purposes.

Notwithstanding the above, apprentices shall be paid at double their regular hourly rate for actual school attendance on any of the holidays, 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.

Apprentice Hours of Work

An apprentice shall work the same hours during the contractual workweek and will be subject to the same conditions as the skilled journeypersons of the trade who are employed by the Company. Apprentices may work overtime hours providing that all skilled workers with seniority of that trade, in that department, have been given first opportunity. However, apprentices may work overtime if helping a journeyman complete a job, without asking all journeymen/women first, if it is deemed advantageous by the supervisor and only when it would further develop the apprentice's skills. When an apprentice is required to work overtime, the employee shall receive credit for straight time hours toward their apprenticeship requirements.

The apprenticeship representatives will request any apprentice overtime opportunities will be limited if their performance or progress is negatively affected, by notifying the STAC.

Apprentice Layoff

Apprentices will exercise their seniority in their own classification. For example, if there are four apprentices in any specific trade and a reduction in this number is required due to lack of work. the first hired shall be the last layoff and the last layoff shall be the first to be reinstated. In the event the reduction in force is due to unusual circumstances, including but not confined to, a transfer of or discontinuance of an operation, major technological developments, the elimination or consolidation of classifications, the discontinuance of a shift, or a drastic reduction in the level of work resulting in a heavy reduction in the skilled work force, the STAC shall develop an alternative layoff and recall plan.

An employee having seniority in the plant who enters the apprentice training program shall, during the period of their apprenticeship, retain and accumulate seniority in their former seniority group; and if laid off from the apprentice training program, they shall be returned to their former seniority group in the plant in line with such established seniority in their former seniority group.

However, prior to the placement of new hire Journeypersons, or new apprentices, the Company and the Union agree to return the apprentices on layoff to the previously held apprentice classification.

Apprentice Toolboxes And Tools

As soon as practicable after being placed in an apprentice group, Apprentices will be furnished with an appropriate toolbox, and a basic set of tools appropriate for the work and tasks required in the apprenticeship. Additional tools needed will be requested for procurement.

Apprentice Forecasting And Development

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 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 journeypersons. 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 journeypersons.

Given these considerations, the parties agree to jointly develop an apprentice needs forecasting methodology that will include annual review to align apprentice needs with business requirements.

To ensure that an appropriate number of apprentices are placed on course when and where required, the parties, business conditions permitting will consider the following methodology to guide decision making in adding new apprentices. Annually, a projection number will be

calculated for each apprenticeable classification. This calculation will start in second year of the agreement and be utilized going forward unless business conditions dictate an earlier need.

For each annual review to determine how many apprentices should be considered to go on course, the Apprentice representatives will work in conjunction with the STAC to calculate a projection number for each classification. As part of the pre-work, the Apprentice Representatives will meet with current Skilled Trades to attain any voluntary information regarding near term and future plans of each person. This will help create apprentice forecasting legitimacy.

- Calculated projections will incorporate age, demographics relative to attrition, business needs of the facility as provided by the STAC, weighted consideration for classifications with less populated numbers unable to absorb attrition as easily, competitiveness and retention rates of the facility, and community-based influences such as Skilled Trades availability externally.
- The STAC along with senior leadership will determine an apprenticeship onboarding percentage based on these threshold calculations. A common useful benchmark percentage is 40% - 50% of the calculation. Uncertainty, and inaccuracy of the projections generally result in less than a one-for-one calculation. Final decision as to how many apprentices to indenture is the sole right of the company.

Apprentices will be placed on course as soon as practicable.

A letter forecasting the number of Apprentices to be onboarded will be signed by the Local Joint Apprenticeship Committee, Human Resources, and an appropriate Operations Senior Leader, and issued.

The Company retains the right to alter the onboarding plan based on changes to business conditions. The goal will remain to be the continuance of using the apprenticeship to bridge any gaps created by attrition.

Following these negotiations, and annually in each remaining year of the Agreement, a letter will be signed by the Local Joint Apprenticeship Committee, Human Resources, and an appropriate Operations Senior Leader, and issued, detailing the number of apprentices to be indentured. The mix of apprentice classifications will be determined by local parties based upon current and future business needs.

The Local Joint Apprenticeship Committee will develop the core skills content and how it will be delivered. It is understood that while the existing work force will be a major source of future apprentices, this will not limit the parties from adjusting based on mutually agreed upon business conditions.

It is also understood that in cases where graduating apprentices would create a surplus in the local skilled workforce, 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. These journeypersons will be subject to placement in accordance with all the provisions of this agreement.

/cmg:opeiu494

2023 UAW-GM

SALARIED MASTER AGREEMENT



2023 CONTRACT SETTLEMENT AGREEMENT INDEX

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2023 GM-UAW
SALARIED MASTER AGREEMENT
CONTRACT SETTLEMENT AGREEMENT

Agreement dated this ~~16~~30th day of October ~~2019~~2023 between General Motors LLC, hereinafter called the Company, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter called the Union.

The parties hereto agree as follows:

1. New Master Agreement

   A new Master Agreement to be dated October ~~16~~30, ~~2019~~2023 and to become effective as hereinafter provided in Paragraph ~~4~~3 of this Agreement has been negotiated by the parties hereto and consists of the provisions as agreed between the parties shown on the pages and attached hereto which are initialed by the parties.

2. Local Agreements

   It is agreed that any written local agreements entered into by the Local Union and Local Management prior to the effective date of this Agreement and not canceled prior to ~~September 14~~July 6, ~~2019~~2023 and any local agreements entered into subsequent to September 14, ~~2019~~2023 shall continue in effect between the Local Union and Local Management, subject to the provisions of this Salaried Master Agreement, for the life of this Agreement. Such local agreements may be terminated pursuant to ~~its~~ their terms or contemporaneous with the termination of the Salaried Master Agreement.

3. Ratification and Effective Date

   A. The new Agreement shall become effective on the first Monday following the date on which the Company receives satisfactory notice from the International Union that the new Agreement has been ratified by the Union membership provided that the Corporation receives said notice from the International Union on or before November ~~1~~17, ~~2019~~2023.

   B. No provision of this Agreement shall be retroactive prior to the date such Agreement becomes effective, unless otherwise specifically stated herein.

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

C. In the event this Agreement is not ratified by the Union membership, the ~~2015~~ 2019 Agreement shall remain in full force and effect until satisfactory notification of such ratification is effectuated.

4. Counterpart Signatures

The parties hereto, each by its duly authorized officials and representatives, hereby accept this Contract Settlement Agreement and each and all terms and conditions thereof.

INTERNATIONAL UNION, UAW	GENERAL MOTORS LLC
SHAWN FAIN	MIKE PEREZ
MICHAEL J. BOOTH	LAURA M. SCHAFFRAN ~~Scott Sandefur~~
JASON WADE	AMANDA GLADSON ~~Anita Riddle Johnson~~
NICOLE CURRENT	MELISSA GODDARD ~~Sharon M. Stewart, MD~~
MICHAEL PLATER	JANE SCOTT ~~Michelle Bartlett~~
DAVE SHOEMAKER	ANNE BANKS ~~Monique Callahan-Jackson~~
CHRIS GALLAGHER	JOSHUA BROWN ~~Randi Carey~~
EARL FULLER~~Dave Shoemaker~~	VIRLEY MENDOZA~~Tammi DeWildt~~
AMIE COVILLE~~Chris Gallagher~~	MEGAN MURPHY ~~Melissa Goddard~~
ED SMITH	KELLEN MYERS~~Kimberly Howe~~
JEFF KING	WILLIAM PASSAGE~~Jay Richards~~
DOUG BIAS	ROSS PERSON~~Sharon Rizzo~~
NICK CAPONE	PAUL E. TERZINI~~Jason Williams~~
ROB EGNOR	MARK WALIGORA ~~Elizabeth Wright~~
KENNY HINES	
TONY MANN	
ARNIECE STEPHENSON	
WILEY TURNAGE	
ERIC WELTER	

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AGREEMENT

(1) This Agreement entered into this ~~16th~~ 30th day of October ~~2019~~ 2023 between General Motors Corporation, hereinafter referred to as the Corporation, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, hereinafter referred to as the Union, as representing certain of the Corporation's Salaried employees as certified by the National Labor Relations Board.

1

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

(64) The employee will be notified of and will have access to disciplinary letters to file entered into the employee's electronic personnel file ~~be tendered a copy of any warning, reprimand or disciplinary layoff entered on the employee's personnel record~~ within three (3) days of the action taken. In imposing discipline on a current charge, Management will not take into account any prior infractions which occurred more than two (2) years previously.

2

DATE INITIALED: OCT 2 4 2023

INITIALED BY PARTIES: MP MEY

GENERAL

(73) This Agreement shall become effective on the first Monday following the date on which the Corporation received satisfactory notice from the International Union that the new Agreement has been ratified by the Union membership provided that the Corporation receives said notice from the International Union on or before November 17, ~~2019~~ 2023

3

OCT 3 1 2023

DATE INITIALED: _____

INITIALED BY PARTIES: MP MSY

(75) This Agreement shall continue in full force and effect without change until 11:59 P.M. (Detroit Time) ~~September 14, 2023~~ April 30, 2028. If either party desires to terminate this Agreement, it shall sixty (60) days prior to ~~September 14, 2023~~April 30, 2028, give written notice of the termination. If neither party shall give notice to terminate this Agreement as provided above, or to modify this Agreement as hereinafter provided, the Agreement shall continue in effect from year to year after ~~September 14, 2023~~April 30, 2028, subject to termination by either party on sixty (60) days written notice prior to ~~September 14~~April 30th of any subsequent year.

4

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

(76) If either party desires to modify or change this Agreement, it shall, sixty (60) days prior to ~~September 14~~,April 30, 2028~~2023~~, or any date subsequent to ~~September 14~~,April 30, 2028~~2023~~, give written notice to such effect. Within ten (10) days after receipt of said notice, a conference will be arranged to negotiate the proposals in which case this Agreement shall continue in full force and effect until terminated as provided herein.

5

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

Doc. No. 10 **SUPPLEMENTAL ON-CALL EMPLOYEES**

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

Re: Supplemental On-Call Employees

During the current negotiations, the Union expressed concern about the use of supplemental on-call employees at the represented medical facilities. Such employees are used to cover peak workloads, to replace regular salaried employees who are on leaves of absence, on vacation, or to perform less than full-time jobs. To ensure the Union is fully aware of the use of supplemental on-call employees within the noted units, Management will provide the Chairperson with the appropriate notice of additions or deletions ~~to~~ which impact ~~-~~this workforce, as far in advance ~~if~~ as possible.

The parties also discussed the rates of pay for the Supplemental On-Call nurse classification and committed to an annual compensation review.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

6

DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MEJ

Doc. No. 11 **SALE OF THE BUSINESS**

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

During these negotiations, the Union requested the Corporation to agree that any sale of an operation as an ongoing business, with UAW-represented salaried employees, would require the buyer to assume the 202~~307~~ GM-UAW Salaried Master Agreement. The Corporation agreed to do so in the case of any such sale during the term of the 202~~307~~ Agreement.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

7

DATE INITIALED: SEP 8 2023

INITIALED BY PARTIES: MP MSP

Doc. No. 13 **MERIT AND TEAMGM PERFORMANCE PAY SPENDING**

GENERAL MOTORS LLC

~~October 16, 2019~~

Mr. Michael Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

Re: Merit and TeamGM Performance Pay Spending

During these negotiations, the Union expressed concerns regarding the administration of merit and TeamGM Performance Pay funds, which are governed by Company policy, for represented salaried employees. In light of these expressed concerns, Management assured the Union that, like similarly situated non-represented employees, represented employees will have their base salaries managed according to the market rate, the individual performance contribution, critical skills and position relative to the market rate.

1. Compensation communications, will occur in the same timeframe for bargaining units as similarly situated non-represented employees.

2. Management of the affected bargaining units will provide the respective Chairpersons a copy of the same compensation planning guidelines given to pay planners.

3. Management of the affected bargaining units will proactively engage the appropriate Local Unit representatives in the compensation planning process in order to review planned salary adjustments and TeamGM Performance Pay amounts and give weighted consideration to their input and recommendations.

8

DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MSY

4. Concerns relative to the implementation or interpretation of the compensation plan should be referred to the respective HR Manager at the local level for appropriate handling.

It is agreed that planning guidelines and any other compensation related materials made available to the Union are recognized as confidential information.

In addition, the Company stated that merit and TeamGM Performance Pay funds for represented salaried employees, will be allocated to bargaining units in the same manner as similarly situated non-represented employees.

The merit and TeamGM funds may be utilized across represented salaried bargaining units within each function per the compensation guidelines.

Upon conclusion of the merit or TeamGM Performance Pay planning process, a copy of the final merit or TeamGM Performance Pay plan for represented salaried employees will be distributed to the respective Local Chairpersons and International Servicing Representative with the understanding that compensation information is personal and confidential.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

9

NEW

Salaried Represented Full-Time Nurses and Salaried Represented Design Staff Employees Merit Treatment and COLA

GENERAL MOTORS LLC

DATE

Mr. Michael J. Booth
Vice President and Director
General Motors Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. Booth:

The Parties agreed during the course of 2023 National Bargaining that GM-UAW Salaried Represented Full-Time Nurses and Salaried Represented Design Staff Employees will receive one annual merit increase on the dates outlined below:

- Oct. 23, 2023: 11%
- Sept. 16, 2024: 3%
- Sept. 15, 2025: 3%
- Sept. 21, 2026: 3%
- Sept. 20, 2027: 5%

The parties further agreed that these Salaried Represented Employees will be eligible for COLA as outlined in the UAW-GM National Agreement, Paragraph 101 (d) – (l).

The above treatment is in lieu of being included in the annual salaried merit cycle. All other terms and conditions of the classified compensation and benefits policies will be applied to the employees covered by this Agreement as defined under Paragraphs 66-69 of the Salaried Master Agreement.

Very truly yours,

Michael O. Perez
Vice President
GMNA Labor Relations

10

DATE INITIALED: OCT 3 1 2023

INITIALED BY PARTIES: MP MEY

GENERAL MOTORS LLC

~~**October 16, 2019**~~

(Excerpts from the Minutes Regarding Copies of Agreement)

During the course of these negotiations, the parties held lengthy discussions concerning the process by which 202~~319~~ Salaried Master Agreement books will be made available to all bargaining unit members. As a result of these discussions, Management stated that the normal purchasing process would be utilized in the selection of a printer. It is intended that 2~~2500~~ copies will be made available for distribution to all bargaining unit members as soon as practical after submission of a jointly approved proof copy of the 202~~319~~ Salaried Master Agreement. In addition, as a result of these discussions, Management agreed to provide an electronic copy of the agreement to the Union.

11

SEP 8 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MEJ

GENERAL MOTORS LLC

~~October 16, 2019~~
Date

(Excerpts from the Minutes Regarding Joint Representatives Attending Training Programs and Conferences)

During the course of these negotiations, the Union raised concerns regarding joint representatives not being permitted to attend joint training programs and conferences.

Management and the Union agreed that it was in the best interest for both parties that call letters be sent to joint representatives regarding joint training and conferences based on joint approval from the International Union and Management.

Under general operating conditions, following joint approval, ~~appropriate representatives~~the Chairperson of the salaried bargaining unit will attend approved joint UAW-GM Health and Safety Training Seminars and UAW-GM Health and Safety and Key 4 Conferences~~training~~. In the event any conflict arises regarding the aforementioned approval or attendance, the matter will be referred to the National Parties for immediate review.

12

DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MEY

~~October 16, 2019~~

(Excerpts From The Minutes
Regarding Medical Employee Training)

During the course of the current negotiations the parties discussed education and training opportunities for represented salaried medical employees. The parties specifically discussed audiometric and spirometry training and certification. ~~The parties specifically discussed audiometric and spirometry testing and certification.~~

As a result of those discussions the Union was advised that Management will continue to ensure that one (1) full~~-~~time nurse per shift within each bargaining unit will be certified in audiometric and spirometry testing.

~~Notwithstanding the above, it is understood between the parties that~~ If there are additional full~~-~~time nurses within the bargaining unit that request audiometric and spirometry ~~certification/training. it~~training, it will be included in the nurse's ~~i~~Individual ~~d~~Development ~~p~~Plan and completed according to the target completion date agreed to between the nurse and their respective leader.

CPR, audiometric and spirometry ~~Certification~~Education and training opportunities for Supplemental On~~-~~Call will be determined by ~~M~~management, based upon the number of individual hours worked.

13

DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MEY

GENERAL MOTORS LLC

~~October 16, 2019~~

(Excerpts from the Minutes Regarding New Hire Orientation)

The parties agreed during these Negotiations to incorporate ~~pursue pursue~~ Union involvement in local new employee orientation programs for UAW represented salaried employees. ~~To this end, the National parties will convene within one hundred twenty (120) days of the effective date of the 2015 Salaried Master Agreement to discuss new hire orientation for salaried bargaining unit employees. The local parties will be included to determine the appropriate implementation of any new orientation to be delivered.~~ Additionally, the parties agree on the importance of ensuring new hires are equipped with the tools and training required to perform their roles in a timely manner. ~~The legree~~ Any problems regarding the above should immediately be brought to the attention of Management and the Union.

It was further agreed that such involvement will not limit any other communications by the Company with its employees or by the Union with its members.

14

DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MZY

GENERAL MOTORS LLC

Date ~~October 16, 2019~~

(Excerpts from the Minutes Regarding Uniform Allowance)

During these negotiations, the parties discussed issues relating to uniform allowances for full-time represented salaried health care employees. Effective January 1, 2020~~4~~, the annual uniform and shoe allowance for affected bargaining unit employees will be $1,~~500~~650.00. Receipts will not be required. As such, the allowance will be subject to applicable Federal, State, and Local taxes. The uniform and shoe allowance will be paid in the February 15th paycheck to eligible employees who have signed an acknowledgement that the allowance will be used for the sole purpose of purchasing uniforms and shoes.

Full-time represented salaried health care employees hired after February 1st, will receive a prorated amount of the yearly allowance, within sixty (60) days of hire, based on their month of hire, if they have signed the acknowledgement.

15

DATE INITIALED: OCT 24 2023

INITIALED BY PARTIES: MP MEY

GENERAL MOTORS LLC

~~October 16, 2019~~Date

(Excerpts From The Minutes Regarding Uniform Allowance for Supplemental On-Call Nurses)

During these negotiations, the parties discussed uniform allowances for Supplemental On-Call (SOC) nurses. SOC's on roll as of the effective date of the ~~2019~~2023 National Agreement will receive a one-time uniform and shoe allowance during the term of the National Agreement. SOC employees who have been compensated in excess of three hundred (300) hours during ~~2019~~2023 will be paid a ~~$200~~300 uniform and shoe allowance. Those SOC employees compensated three hundred (300) hours or less in 202~~319~~ will be paid a ~~$100~~150 uniform and shoe allowance. Receipts will not be required. As such, the allowance will be subject to applicable Federal, State, and Local taxes. All employees must have signed an acknowledgement that the allowance will be used for the purpose of purchasing uniforms and shoes to be eligible for the payment in the second pay period following the effective date of the National Agreement.

16

DATE INITIALED: OCT 2 4 2023

INITIALED BY PARTIES: MP MEY

NEW

GENERAL MOTORS LLC

DATE

(Excerpts From The Minutes
Regarding Fidelity and Other Benefit Resources)

During the course of these negotiations, the Union raised concerns regarding education for represented salaried employees relative to retirement, health care, and other benefits. Management reviewed the many options currently available to all salaried employees within Fidelity and the Total Rewards Site for employees to access on-demand workshops, live web workshops, one-on-one consultations, as well as to attend scheduled in-person workshops related to employee benefits and the incorporation of this information into the new hire orientation process.

Any concerns relative to the above should be discussed with local management and escalated to the appropriate HR Manager as needed. ~~Management agrees to conduct one-time training for represented salaried employees to understand how to access the Total Rewards Site and Fidelity resources.~~

17

DATE INITIALED: SEP 2 5 2023

INITIALED BY PARTIES: MP MSG

NEW

UAW-GM ADMINISTRATIVE LETTER

MEMORANDUM OF UNDERSTANDING
RE: Education/Development Bonus

The Parties agreed during the course of ~~2019~~ 2023 National Bargaining that GM-UAW Represented Salaried employees in regular active status will be paid a bonus of ~~$11,000~~5,000 for continuing education and/or job-related development following ratification of the Master Agreement.

The parties agreed that this fixed payment is not intended as compensation for hours of employment and shall not be included in the regular rate as defined by the Fair Labor Standards Act, in accordance with the exceptions contained in the Act. The parties likewise agree that this payment shall have no roll-up effect on the employee's regular rate of pay or otherwise affect calculations of overtime pay, holiday pay, vacation pay, overtime with premium pay, or pension.

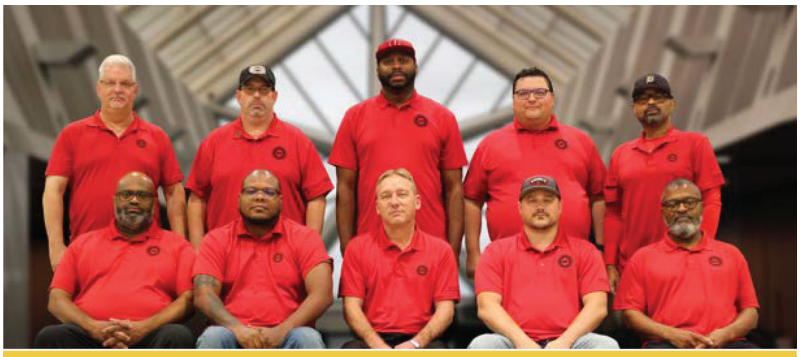
For the International Union, UAW:	For General Motors LLC:
Michael J. Booth	Michael O. Perez

18

OCT 30 2023

DATE INITIALED:

INITIALED BY PARTIES: MP MSY



NOV 2023

UAW STELLANTIS HOURLY AGREEMENT



A Message to UAW Members at Stellantis

Dear UAW Stellantis family,

I think we can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean your leadership and our national negotiators. We mean we, the UAW. We mean the Stand Up Strikers of Local 12 in Toledo who took the first step. Our family at the MOPAR facilities brought the pain. And our union family at Sterling Heights Assembly Local 1700 landed the biggest blow.

Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members.

We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all. We set out to do many things that we were told were impossible. We fought like we've never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. We brought back a three-year wage progression. We killed the wage tiers at MOPAR. And we saved Belvidere.

The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than Stellantis workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives.

- Our lowest-paid members will see a 168 percent raise through this agreement. That's not a typo. Some Supplemental Employees hired this year at $15.78 will earn over $40 per hour in base wages by the end of this agreement, over $42 an hour with estimated COLA. In fact, the 2023 TA has more gains for current Supplemental Employees than the entire value of gains in the 2019 agreement for all members.
- Members at MOPAR will see immediate raises up to 76 percent immediately on ratification. A member with three years seniority at those facilities will, upon ratification, go from $20 an hour to $35.26 an hour.
- With COLA, by 2028, we'll have a top rate of over $42 an hour for production, and over $50 for skilled trades, an over 30 percent raise. By the end of this agreement, our starting full-time rate will be over $30 an hour, nearly a 70 percent bump from today.

And just as importantly, we did it together. This wasn't a backroom deal hammered out by President Fain or Vice President Boyer. From the International Executive Board and the President's Office to the UAW Stellantis Department, to our national negotiators, our National Stellantis Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand.

While we may not have won everything we wanted, we won more than most people thought was possible.

This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both wholeheartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Rich Boyer, Vice President
UAW Stellantis Department



QR Code for Changed Pages Book




UAW
Highlights
COLA Reinstated
Historic Wage Increase
Wage Tiers Eliminated
Grow In Reduced to 3 Years
All New Temporary Employees Converted to In-Progression After 9 Months of Continuous Service
Skilled Trades $1.50 Tool Allowance
New Belvidere Assembly Plant
Health Care Enhancements
$5,000 Ratification Bonus
3 New Battery Plants – Belvidere and Kokomo
New Holiday Added: Juneteenth
Supplemental Employees Eligible for Profit-Sharing, Tuition Assistance and Dependent Scholarship
Paid Parental Leave
EV Training for All Affected Employees
AWS Removed
Hourly Employee Auto Lease Program
$18.9 Billion Dollar Product Allocation
EV Work Commitment
Job Security for All Seniority Workers
New Attendance Procedure
Attendance Discipline Zeroed Out
Maximum of 1 Week Forced Vacation at Shutdown
Skilled Trades Can No Longer Be Forced to Production
$50,000 Incentive Plan for Retirement (IPR) Packages – in 2024 and 2026
Right to Strike Over Plant Closing, Outsourcing Moratorium, and Product & Investment Commitment
Increased Moving Allowance - $37,500
SUB Pay Eligible for All Full Time After 3 Months Continuous Service
Retirement Improvements for All
Dual Sourcing Letter Protecting Product at SHAP and Trenton Engine
3

SIGNIFICANT ECONOMIC IMPROVEMENTS

The tentative agreement provides historic economic gains for our UAW members through a combination of annual general wage increases, the reinstatement of Cost of Living Allowance (COLA), and an up-front lump sum ratification bonus of $5,000.

Annual base wage increases in every year of the UAW Stellantis Collective Bargaining Agreement for the first time in over twenty years. Members will receive an unprecedented 11% wage increase upon ratification of the proposed agreement. The annual general wage increases proposed in this tentative agreement are groundbreaking and unparalleled in the auto industry.

The reinstatement of the Cost of Living Allowance (COLA) will provide greater security for our members and protect our purchasing power when inflation increases per the Consumer Price Index (CPI).

GENERAL WAGE INCREASES (GWI)

(BEFORE COLA)

DATE	GWI Percentage
Upon Ratification	11%
September - 2024	3%
September - 2025	3%
September - 2026	3%
September - 2027	5%

25%

Top Rate Example
General Wage Increases (GWI)
(With Projected COLA)

	Production*	Skilled Trades*
Current Top Rate	**$31.77**	**$37.05**
Skilled Trades Tool Allowance	-	$1.50
11% GWI (Upon Ratification)	$3.49	$4.24
2023 COLA Estimate	$0.12	$0.12
End of 2023 Top Rate	**$35.38**	**$42.91**
3% GWI (September 2024)	$1.06	$1.28
2024 COLA Estimate	$0.45	$0.45
End of 2024 Top Rate	**$36.89**	**$44.64**
3% GWI (September 2025)	$1.09	$1.32
2025 COLA Estimate	$0.36	$0.36
End of 2025 Top Rate	**$38.34**	**$46.32**
3% GWI (September 2026)	$1.12	$1.36
2026 COLA Estimate	$0.39	$0.39
End of 2026 Top Rate	**$39.85**	**$48.07**
5% GWI (September 2027)	$1.93	$2.34
2027/2028 COLA Estimate	$0.46	$0.46
End of Contract Top Rate	**$42.24**	**$50.87**

*Based on most-populated base rate

Wage Increase Retroactive to October 23, 2023

P. 29, 31

Due to the extended bargaining of these negotiations, your negotiators were able to secure that the wage rate increase will be paid retroactively for all hours worked on and after October 23, 2023. These wage rate adjustments will be issued as soon as practicable but no later than pay ending December 17th, 2023.

Top Rate Grows 33%

New Hire Wage Progression P. 31

The negotiated classification rate progression for current members and future new hires to reach top rate was addressed by your bargaining committee. Members will now reach top rate of their classification upon completion of 3-year anniversary. Current members will be placed and paid the appropriate hire-in-rate based upon the anniversary of their hire date as of the effective date of the 2023 Collective Bargaining Agreement.

HIRING-IN RATE SCHEDULE (3-YEAR GROW-IN)

Seniority	% of Top Classification Rate
Start	70%
After 1-Year Anniversary	75%
After 2-Year Anniversary	85%
After 3-Year Anniversary	Top Rate

HOW WILL MY WAGES CHANGE?

My Current wage	Immediate Adjustments at Ratification 2023	1-Year Anniversary	September 2024 3% Increase	2-Year Anniversary	September 2025 3% Increase	3-Year Anniversary	September 2026 3% Increase	September 2027 5% Increase
$18.04	$24.68	$26.45	$27.24	$30.87	$31.80	$37.41	$38.53	$40.46
$19.10	$26.45	$29.97	$30.87	$36.32	$37.41			
$20.69	$29.97	$35.26	$36.32					
$24.40	$35.26							
$25.46								
$26.52								
$27.58								
$29.71								
$31.77								

*Rates in table above do not include COLA estimated to add $1.78 over life of agreement

Immediate Wage Increases - Production

Current (8-year progression)	
Seniority	Hourly Rate
Start	$18.04
1 Years	$19.10
2 Years	$20.69
3 Years	$24.40
4 Years	$25.46
5 Years	$26.52
6 Years	$27.58
7 Years	$29.71
8 Years	Top Rate

37% increase
38%
45%
45%

11% - 38% Immediate Top Rate

Tentative Agreement (3-year progression)		
Seniority	Progression	2023:
Start	70%	$24.68
1 Years	75%	$26.45
2 Years	85%	$29.97
3 Years	100%	$35.26

Continue through "How Will My Wages Change" table above

All Powertrain and Stamping Workers Will Be Moved to the Assembly Rate

Immediate Wage Increases - Mopar

Current	
Seniority	Hourly Rate
Start	$17.00
1 Years	$18.00
2 Years	$19.00
3 Years	$20.00
4 Years	$21.00
5 Years	$22.00
6 Years	$23.00
7 Years	$24.00
8 Years	$25.00

45% increase
47%
58%
76%

41% - 68% Immediate Top Rate

Tentative Agreement		
Seniority	Progression	2023:
Start	70%	$24.68
1 Years	75%	$26.45
2 Years	85%	$29.97
3 Years	100%	$35.26

Continue through "How Will My Wages Change" table above

COLA RESTORED P. 235

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2009 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index ("CPI") published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate $1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under this scenario, COLA would provide a total value of around $8,800 through the CBA term.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay. Consistent with the formula suspended in 2009, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated minus five cents will be folded into base wages.

TOTAL ECONOMIC GAINS

	Production at Full Rate	Skilled at Full Rate	In-Progression	Lower Tier MOPAR	Temps Converted
Ratification Bonus	$5,000	$5,000	$5,000	$5,000	$5,000
Tool Allowance		$14,400			
Value of Wage Increase	$53,800	$65,300	$114,500 - $153,500	$118,900 - $169,800	$163,700 - $184,000
COLA Estimate	$8,800	$8,800	$8,800	$8,800	$8,800
Value of Economics Gains	$67,600	$93,500	$128,300- $167,300	$132,700 - $183,600	$177,500 - $197,800

Value of wage increases estimated using 2,080 straight-time hours annually. Any overtime would increase the value. Does not include profit sharing. Eligible profit sharing amounts were worth $44,700 over the last four years.

Protecting Profit Sharing & Winning Performance Sharing

We established a new protection for the profit-sharing rights of employees who leave the company. If an employee terminates after Dec. 31, but before the payout date, they will still be eligible for the profit-sharing payment.

Of course, our Supplemental Employees (SEs) haven't gotten additional pay that reflects their contributions to the company. But we just won "performance sharing" for SEs. It's a payout that's based on our profit-sharing formula, and it's a major victory for SEs.

$5,000 UP-FRONT RATIFICATION BONUS P. 98

SAVING BELVIDERE



In 2021, Stellantis decided to "indefinitely idle" Belvidere Assembly Plant. The move devastated this small-town working class community. As with so many plant closures, it tore families apart, uprooted thousands of people, and called into question the future of manufacturing in the United States.

When we started these negotiations, we were committed to Saving Belvidere. We fought like hell to bring product back to this plant. We knew we needed a vehicle in Belvidere to bring back the Assembly Plant. What we didn't know was how much more we would win.

Reopening a plant by striking an automaker is unheard of. Securing product beyond the Assembly Plant itself was an even bigger victory. Thanks to our Stand Up Strike, we won back our product and kept going.

BRINGING BELVIDERE HOME: Members who were forced to relocate from Belvidere when it was idled will have flowback rights. Members who remained in Belvidere will be put on Temporary Layoff, which will restore their access to SUB and applicable healthcare until they have a job available in Belvidere. Our Belvidere members are coming home. Families will reunite. The community will breathe a sigh of relief.

That's what we mean by Saving the American Dream.

Not only have we saved Belvidere. We've shown that these companies can reopen plants, if we unite and fight to force them to.

NEW PRODUCT IN BELVIDERE

MIDSIZE TRUCK
The Company will produce a midsize truck on two shifts at Belvidere Assembly Plant. That could more than make up for the 1,200 jobs lost when Belvidere was idled.

BATTERY PLANT
The Company will locate a new electric vehicle battery plant in Belvidere, an investment of **$3.2 billion** that will generate an estimated **1,300 jobs.**

PARTS DISTRIBUTION
The Company will locate a megahub for parts distribution in Belvidere, IL

PRODUCT AND INVESTMENT P. 138

Your UAW bargainers set key goals for these negotiations to retain and grow employment opportunities for our UAW members. During these negotiations, your UAW bargaining team was focused on product and investments for all of our plants to secure UAW jobs. They realized the important issues of the transition to electric vehicles and all of the associated work that goes into building them, as well as getting investments into those plants that will continue to make ICE vehicles.

Through these negotiations your bargainers secured $8.1 billion in product commitments and other investments, surrounding Internal Combustion and Electric Vehicles.

$19 billion in investment by end of the agreement

ASSEMBLY OPERATIONS	
Plant	**Product Investment**
Belvidere $1.5 Billion	• All New Midsize Trucks in 2027 (80,000 – 100,000 Units Projected)
Toledo Assembly Complex North & South $1.5 Billion	• 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
Warren Truck $600 Million	• 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 • 2nd Mid-Cycle Action Wagoneer/Grand Wagoneer (WS) in 2027
Sterling Heights $1.4 Billion	• 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
Detroit Assembly Complex $1.5 Billion	• 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

POWERTRAIN	
Plant	**Product Investment**
Kokomo Casting $160 Million	• 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
Kokomo Engine	• Current product GME T4 DOHC will continue into 2028
Kokomo Transmission $450 Million	• Current product 850RE Gen 2 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
Indiana Transmission $900 Million	• 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
Trenton Engine	• Pentastar Classic continues through 2024 • Pentastar Upgrade continues through 2028
Dundee Engine Plant North & South $770 Million	• 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
Toledo Machining $270 Million	• 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 will continue into 2028 • Introduce Production of STLA Large Front Cradles • Introduce Production of STLA Medium Cradles • Introduce Production of Halfshafts
STAMPING	
Plant	**Product Investment**
Sterling Stamping $165 Million	• 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
Warren Stamping $85 Million	

JOINT VENTURE BATTERY PLANTS	
Plant	**Product Investment**
Belvidere $3.2 Billion	• Launch a new JV battery operation in 2028 with a yet to be identified business partner.
Kokomo $6.2 Billion	• Launch two new JV battery operations with Samsung SDI with the first scheduled to being production in 2025 and the second in 2026.
MOPAR	
Plant	**Product Investment**
New Belvidere Consolidated Mopar Mega Hub $100 Million	• Launch in 2024 through the consolidation of work from the Marysville, Chicago, and Milwaukee PDCs. • Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025.
New Fishkill, NY Mopar Hub $30 Million	• Launch in 2025 with the consolidation of work from the New York and Boston PDCs.
New Macon, GA Mopar Hub $30 Million	• Launch in 2026 with the consolidation of work from the Orlando and Atlanta PDCs
New Metro Detroit Region Mopar Hub $30 Million	• Launch in 2026 with the consolidation of work from the Centerline PDC, Centerline Warehouse & Packaging, Warren PDC, and Sherwood PDC
New Reno, Nevada PDC $30 Million	• Launch projected in 2027 with the consolidation of work from the LA PDC
New South Central Texas PDC $30 Million	• Launch projected in 2026 with the consolidation of work from the Dallas PDC

Moratorium on Outsourcing P. 131
The UAW bargaining team successfully strengthened and maintained the moratorium on outsourcing through the life of the 2023 National Agreement.

Dual Source Letter Protecting U.S. Jobs P. 247
We won a key provision that will keep the Ram 1500 (ICE, BEV and REPB) at SHAP and the Pentastar Classic and Upgrade at Trenton Engine. If these products are built in a plant outside the United States, the Company must first decrease production in the non-U.S. plant before SHAP's or Trenton's production is scaled back.

MOPAR Heartburn
The company gave us two choices for MOPAR: to either consolidate facilities and gain jobs, or close facilities and lose jobs. The choice to consolidate these facilities was difficult, but we came out of it with the elimination of the lower wage tier at MOPAR, a guarantee of job security, and the right to bargain for an expanded moving allowance beyond the $37,500 we already won.

NEW **Right to Strike Over Plant Closing, Outsourcing of Existing Core Jobs, and Product & Investment Commitments**

Your bargaining team secured the right to strike over any potential plant closing during the life of the agreement. That gives us unprecedented power to fight plant closures. And we went one step further. For the first time in our union's history, your bargaining team was also able to secure language for the right to strike over the company's failure to fulfill product and investment commitments and the outsourcing of existing core jobs. We have gone from seeing Stellantis' footprint shrink in the United States to gaining the leverage to grow our plants and our membership.

WINNING A JUST TRANSITION

BATTERY | KOKOMO | BELVIDERE

ELECTRIC VEHICLE & BATTERY PLANTS

The Electric Vehicle transition is a critical moment for autoworkers everywhere. Our job is to make sure that all auto jobs – EV and ICE – are good jobs, and that this transition does not become a race to the bottom. With that in mind, your national negotiators secured key agreements to secure our jobs and make sure new EV jobs maintain our standards and protections.

Doubling Down on EVs in Kokomo

Our UAW members have already made Kokomo the transmission capital of the world. Now we're going to become a world-beater in battery production as well. Stellantis has committed to build two new battery plants in Kokomo. It's a $6.2 billion investment that the company estimates will create 2,600 permanent jobs.

A Bright Future for Belvidere

Eight months ago, Belvidere was flat on its back. The last worker had just walked out of our plant, and the company had no plans to reopen it. Now, not only will we have an assembly plant in Belvidere, we have won a commitment from Stellantis to locate a new battery plant there. Like the plants in Kokomo, it's a massive investment – $3.2 billion – that will generate an estimated 1,300 jobs. We proved that when we fight we can win big.

Expanding EV Production in Existing Plants

We're not just winning new battery plants. We're also bringing EV production into our existing facilities. We'll be building battery trays at Dundee Engine and more EV components in other plants. And because we have the right to strike over plant closures – and also if the company fails to fulfill product and investment commitments – we have serious leverage to build the EV future in our existing plants.





JOB SECURITY PROGRAM

Your negotiating team went into this bargaining session laser focused on getting back many of the things UAW members lost during the downturn. On job security, the goals were not only met, but exceeded. We have won more rights and benefits for workers facing potential layoffs and we have protected the rights of skilled trades workers to pursue their craft.

Transition Assistance Backstops our SUB Pay
We won 52 weeks of SUB plus 52 weeks of transition assistance for indefinite layoffs. When a member exhausts their SUB, they aren't cut off. Instead, they can continue to receive medical benefits and half of full pay for another 52 weeks. Now members have a choice when their SUB benefits expire. They can take an up-front lump-sum or they can take transition assistance and keep their options open.

Skilled Trades Can No Longer be Forced Into Production P. 41
Your bargaining team was able to strike language that gave the Company the option to force skilled trades workers into production openings. Our skilled trades workers who are laid off or working production must be given 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.

Increases to Moving Allowances

Your bargaining team was able to secure increases to all available moving allowances:

- **The Basic Moving Allowance increases from $6,000 to $8,000, a 33% increase.**
- **The Enhanced Moving Allowance increases from $30,000 to $37,500, a 25% increase.**
- **The Modified Enhanced Moving Allowance increases from $30,000 to $37,500, a 25% increase.**

INCREASED MOVING ALLOWANCES			
Moving Allowance Type	Old Contract	New Contract	Increase
Basic Moving Allowance	$6,000	$8,000	$2,000
Enhanced Moving Allowance	$30,000	$37,500	$7,500
Modified Enhanced Moving Allowance	$30,000	$37,500	$7,500

SEPARATION PACKAGES

The Incentive Plan for Retirement

Your UAW bargaining committee was successful in negotiating enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for $50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

Supplemental Unemployment Benefit (SUB) Improved
The UAW was successful in strengthening the protections for each member covered by the Supplemental Unemployment Benefit Program (SUB). With funding assured for the life of the agreement, the negotiators were able to secure protection for our members in cases of layoff.

SUB Eligibility
All members, including Temporary Full-Time (TFT) members, will be SUB eligible after 3 months of continuous employment.

No More Tiers in Income Security/SUB Pay
Our negotiators secured language eliminating tiers and obtaining parity in Income Security/SUB Pay. Supplemental Employees working 40 hours per week are eligible for Short Work Week (SWW) and SUB when placed on a Temporary Layoff after 90 continuous days of employment. All full-time members with 90 days of continuous employment will now be eligible for one year of SUB Pay and one year of TA (Transition Assistance) benefits if placed on an indefinite layoff. This also allows our members to continue healthcare benefits for 24 months while on indefinite layoff.

Other SUB Restrictions Removed
Vacation (PILV) payout will no longer negatively impact SUB benefits. SUB benefits not reduced by receiving Social Security benefits.

SUPPLEMENTAL EMPLOYEES

NEW STARTING WAGE: $21.00

Your UAW national negotiators went into this round of negotiations focused on ending the abuse of Supplemental Employees. SEs have helped make Stellantis billions, but they have not been rewarded for their work. This agreement changes that. Not only will SEs receive a raise at ratification to $21 an hour, they will finally be put on a real path to seniority employee status. But even before gaining full-time status, SEs will receive better benefits, more rights and more respect.

An accelerated path to full-time status for SEs P. 254
Within the first year of the agreement, 3,200 SEs will be converted to full-time. After that, if an SE has nine months of service, an SE will automatically have full-time status. If they're not being scheduled, they have the option to volunteer at other locations.

SEs Get Their Share of Stellantis' Wealth P. 225
SEs will now receive a Performance Sharing Bonus, which is based on the profit-sharing formula of seniority employees. When the company makes billions, SEs will share in that wealth.

Overtime protections for SEs P. 224
One of the worst abuses SEs have suffered is overtime abuse. There has been little to no defense against it in the past. Under this contract **full-time** SEs will follow M-2 overtime guidelines. It's a critical step toward restoring the work-life balance of SEs.

More flexibility to change shifts P. 220
SEs will also gain more control over their schedule. Under the new agreement, they will have a minimum of five-days' notice to change shifts.

More rights, more respect and more benefits | P. 222
SEs will have full union representation after 90 days. At that time, SEs who work full-time schedules will also receive short-work week (SWW) and SUB. And when SEs are rehired, they will maintain their original hire date and wages.

SEs Eligible for Tuition Assistance | P. 27, 102
Your negotiators were able to win language for temporary workers to be eligible for the Tuition Assistance Program, scholarships and legal services.

Immediate Increases - Full-Time Supplemental Employee with 90 days

Current	
Seniority	Hourly Rate
Start	$15.78
1 Years	$16.66
2 Years	$17.53
3 Years	$18.41
4 Years	$19.28

56% Increase
59%
71%
92%
83%
Immediate Top Rate

Tentative Agreement (3-year progression)		
Seniority	Progression	2023:
Start	70%	$24.68
1 Years	75%	$26.45
2 Years	85%	$29.97
3 Years	100%	$35.26

Continue through "How Will My wages change" table above

Future Progression - Full-Time Supplemental Employee

Tentative Agreement (3-year progression)		
Seniority	Progression	2023:
Start	-	$21.00
9 months	70%	$24.68
1 Years	75%	$26.45
2 Years	85%	$29.97
3 Years	100%	$35.26

Continue through "How Will My Wages Change" table above

ATTENDANCE

Your bargaining team believes that the "problem" of absenteeism at Stellantis is one the company created by overworking and underpaying the members. We believe that improving people's pay and working conditions is the best way to motivate them. Knowing that no one is inspired by constant threats and relentless monitoring, we pushed back against the company's punitive proposals, and we will continue to advocate for a work environment where our members are fully supported and appreciated.

Discipline Records Revert to Zero P. 193
Upon implementation of the attendance procedure, employee's status will be converted to zero points.

(New Letter) Veterans with Service-Connected Disabilities P. 258
Absences by Veteran employees in the process of securing benefits or medical services with the Veterans Affairs Department (VA) shall not be an occurrence under the attendance procedure.

Good Record Criteria P. 123
Through extensive bargaining, the negotiators were able to retain the Good Record Criteria language.

PAA Utilization P. 124
PAA Utilization will be reinstated. Prior to any future suspensions of PAA Utilization the Company will share the data of the impacts to operations from unplanned absenteeism with the Local Union Leadership. The data will be reviewed on a quarterly basis and if there are improvements, PAA Utilization will be reinstated.

Point-Based Attendance Procedure

OCCURENCES	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 or an absence or a tardy	1

The following corrective disciplinary actions apply upon accumulation of points.

Points	Disciplinary Action	Duration – Active On-roll Employment	Recovery Period
Up to 6.5	Auto Progression	12 Months	Rolling
7 thru 8.5	5-day disciplinary layoff	12 Months	Locked
9	Discharge	N/A	N/A

Attendance Points
- 4 tardies or less with a 30 minute call-in = .5 point
- 4 tardies or less with a less than 30 minute call-in= 1 point
- 4 tardies or less with NO call-in= 1.5 points
- More than 4 tardies with a 30 minute call-in = 1 point
- More than 4 tardies with a less than 30 minute call-in = 1.5 points
- More than 4 tardies with a NO call-in= 2 points
- Absence with a 1 hour call-in = 1 point
- Absence with a less than 1 hour call-in = 1.5
- No call No show absence = 2 points

Recovery of points
As long as the member has 2 points or less with any combination of absences and tardies and goes 90 days without incurring an absence or a tardy 1 point will be reduced. Points 1-6.5 are on a rolling 12 months for recovery. Points 7-8.5 generate a 5 DLO and a 12 month locked period for recovery Point 9 is discharge

Notification Process
Can either be through the phone call-in or through the App.

Attendance Counselor
Your negotiating team was able to successfully bargain to retain the Attendance Counselors.

Reinstatement After disability P. 11
Retroactive pay period now begins with the day the parties select the independent physician.

HEALTH CARE BENEFITS
IMPROVED. EXPANDED. PROTECTED

Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

The Company estimates that its cumulative cost to provide employee health care will increase approximately $613 million dollars over the next four years. It will exceed $1.1 billion in 2027. With this expected increase in costs, the Company wanted to impose a 20% increase in cost share to our members. We fought it and rejected it. Our members deserve to have the best quality health care coverage in the industry, with the lowest out-of-pocket costs. In this round of bargaining, we fought successfully to keep our care affordable all while adding improvements.

Health Care During Layoff Improved P. 19
Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

Maintained

- No Premiums
- No loss of current benefits
- No increases to copays or deductibles

Added Benefits to the Standard Care Network & PPO Plans BENEFITS, 48-49

- Allergy Testing and Immunotherapy Benefit
- Chiropractic (24 visits per year)
- Injections
- Earwax Removal
- Autism Benefit (Applied Behavioral Analysis)
- Travel & Lodging Benefit

Expanded Benefits

- New Hires (including Supplemental Employees) receive Health Care after 90 days from date of hire or rehire. BENEFITS, 17
- Dental maximum increased by $150, new maximum amount: $2,000 BENEFITS, 59
- Dental coverage for Implants increased from 50% to 90%. BENEFITS, 58
- Lasik surgery benefit increased by $55, to $350 (per person). BENEFITS, 68
- Secured all current preventive services benefits covered at 100% required under the Affordable Care Act (ACA), if at any time the ACA is repealed. These benefits are now part of the Plan design. BENEFITS, 47
- Increased non-participating hospital rates, from $230 to $500 Inpatient room and board charges, $20 to $50 per day for inpatient ancillary charges (Total of $550 Per day). BENEFITS, 17

Maximizing Health, Reducing Health Care Costs
To continue to provide excellent health care coverage to our members and their eligible family members, the Union and the Company agreed to certain programs that will help mitigate and reduce the current trend of rising health care costs without having to pass any of those cost shares to our members.

For SCN & PPO Plans

- Prudent RX Specialty Drug Program may provide 0% prescription copay to members for specialty drug that are on the Prudent RX Specialty Drug list. BENEFITS, 5
- Pre-Authorization for Spinal and Joint program. BENEFITS, 40
- 5-mile CVS proximity network (Members whose zip code is within 5 miles of a CVS location). BENEFITS, 6
- Medicare Part-B enrollment if approved for SSDIB with Medicare Part B premium reimbursement. BENEFITS, 22

DISABILITY BENEFITS

Our work takes a toll on the body. Disability benefits are absolutely essential. And we improved them in this agreement. We've made important gains in a number of areas.

Sickness & Accident (S&A) & Extended Disability Benefits (EDB)

- Full-time employees with one or more years of seniority are eligible for 52 weeks of Sickness & Accident Benefits, eliminating the duration based on years of seniority. **BENEFITS, 121**
- Increased S&A & EDB rates to correlate with top Hourly Bargaining Unit and Salaried Bargaining Unit base pay rates. **BENEFITS, 119**
- S&A waiting period now based on 3 calendar days (including Saturday and Sunday), rather than 3 scheduled workdays. Pay begins on the following scheduled workday.
- Elimination of the employee's provision that served more punitive than corrective in nature under the (B-13)-Abuse of S&A Program. **BENEFITS, 75-76**
- Increase Medicare Part B premium reimbursement to Medicare Part B standard premium. **BENEFITS, 94**

New S&A and EDB Claim procedure. New procedure includes:

- 7 calendar day application requirement of the first date of disability (30-days to provide proof of disability) **BENEFITS**
- Disability Evaluation Program (DEP) exam process eliminated. **BENEFITS, 81-85**
- New Peer Review process (Independent assessment that involves the member's physician) **BENEFITS, 92**
- Member's ability and right to appeal denied claims maintained. **BENEFITS, 119**

Disability Program Care Provider Eligibility Expanded. **BENEFITS, 86**
"Health Care Provider" definition expanded to include additional physicians who may certify total disability.

- Podiatrist
- Dentist
- Certified Nurse Midwife

For Mental Health and Substance Abuse "Health Care Provider" includes:

- Addiction Specialist

Removed time limitation (First fourteen (14) days) for non-physician mental health providers and allow continuing treatment for mental health conditions beyond sixty (60) days with approved list of health care providers. **BENEFITS, 118**

Overpayment recovery for a disability overpayment improved.

Profit-Sharing and Bonuses not subject to overpayment recovery. **BENEFITS, 25-26**

LIFE INSURANCE BENEFIT

This is another area where we held the line and saw benefit rates increase along with base pay rates. **BENEFITS, 95-99**

Group Life Insurance (Company Provided)

- Increased benefit rates to Traditional Member's life insurance to correlate with top HBU and SBU base pay rates.
- Maintained Survivor Income Benefits

RECORD PROFITS
EQUAL
RECORD CONTRACTS
VALUE OF GAINS IN TENTATIVE AGREEMENT
VS.
Value of gains in 2023 TA worth more than 4X value of gains in 2019 CBA
More in raises than past 22 years combined.
2019 CBA
2023 TA


RECORD PROFITS
EQUAL
RECORD CONTRACTS
Wage Increases in 2023 Stellantis Agreement
25%
All Wage Increases from 2001–2022
23%
Current Stellantis Temps Who Are Converted to In-Progression Get
168%
Raise Through 2023 Agreement
Some Workers at Mopar Get up to
76%
Raise Immediately
Starting Wage Will Increase About
67%
Top Wage Will Increase About
33%
Through 2023 Stellantis Agreement
WE MADE HISTORY
• Won Back Pre-'09 COLA in Stellantis Agreement
• Won Back 3-Year Wage Progression
• Killed Divisive Wage Tiers
STRIKES WORK
Since we launched our Stand Up Strike, Stellantis's offer increased in value by
103%

HEALTH & SAFETY

Your elected negotiators won new training programs, as well as improvements in existing programs, to help keep you safe on the job. Bargainers also maintained many of our programs and initiatives that exceed state and federal guidelines.

Maintaining and Expanding Health & Safety Research P. 171
The company wanted to delete the Research section of the agreement. We were able to carryover the language with improved modifications. We have expanded the subjects of research through the approval of the National Joint Committee and have increased the amount of money available from $250,000 to $500,000. (M3 Section VI)

Mist & Metal Working Fluids P. 182
The Local Joint Health and Safety Committee (LJHSC) or a designee will be properly trained to perform Mist Map when operational changes may impact plant mist levels. (M3 Section X) (D) Metal Working Fluids was deleted as a letter and included in Memorandum 3, Health and Safety. The language was improved and the Company is committed to ensuring that metal working fluids will be maintained at 0.8mg/m3 for existing equipment. This falls below the OSHA requirement for metal-working fluids. (M3 Section X) (E)(2)

Keeping Medical Staff on Site P. 184
We were successful at addressing the medical staffing issues at manufacturing locations during production hours. The number needed to staff medical is now 275 workers, but we also were able to win the ability for a labor market area to consider when multiple facilities are working and none reach the 275 threshold. They can still schedule one facility's medical operations as long as the accumulated number from all facilities exceeds 275. (M3 Section X(L)(3))

Off-Site Paid Prescription Safety Glasses P. 187
Eye and vision health in the workplace can lead to poor performance and increased potential for injury. The option will now be made to obtain prescription safety glasses from an off-site approved vendor. (M3 Section XVII)

Fall Protection Improvements for Skilled Trades and Apprentices P. 190
All Skilled Trades who work at heights will receive site-specific training and Apprentices will go through the hands-on training on fall protection program during the apprenticeship training. (M3 Section XXIII)

Safety Summit P. 267
The parties discussed the need to understand future advancement in technology and its potential impacts on safety in the workplace. Each company — Stellantis, GM and Ford — will host a joint Safety Summit to foresee problems and find solutions. (NEW LETTER)

Joint Public Health Committee P. 265
The Joint Public Health Committee will meet at least annually to discuss preparedness for pandemic events and other Public Health Crises that could have an impact on the Company and Bargaining unit employees and their families. (NEW LETTER)

RETIREMENT SECURITY

Retirement insecurity is one of the greatest economic injustices facing our country – and our membership. We went into this round of negotiations committed to making huge strides for current and future retirees. We didn't get everything we wanted, but we got more than many thought was possible.

CURRENT RETIREES & SURVIVING SPOUSES
We have won the first bonus for current retirees in 17 years. Under this agreement, current retirees and surviving spouses will receive payments of $500 annually. For decades, surviving spouses received less than retirees – this contract not only re-established annual bonuses for all retirees but provided the same amounts for surviving spouses. Eligible if retired prior to October 1, 2023, with payments in December.

TRADITIONAL EMPLOYEES
For current legacy employees we won a $5 increase to the Life Income Benefit which will result in an increase of $1,800 a year to future pensioners. We also negotiated enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for $50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

IN-PROGRESSION EMPLOYEES
For current In-Progression employees, we won a groundbreaking 10% employer contribution—with no required employee contribution—to their 401k.

Annuity
In-Progression Members will be given the opportunity to purchase an annuity at a discounted rate with funds from their 401(k)

IN-PROGRESSION
10%
employer contribution to 401(k)

TRADITIONAL
$5
Increase to Life Income Benefit (LIB)

CURRENT RETIREES
$500
Annual Payments

73% TO 146% INCREASE IN ANNUAL COMPANY CONTRIBUTION TO 401KS BY END OF AGREEMENT

SKILLED TRADES

It's been decades since we've won an agreement with so many victories for skilled trades members. We've won more money, and more respect, for skilled trades.

Placement of Laid Off Skilled Trades P. 107
This memorandum provides skilled trades working production or laid-off with a pathway back into the trades. They will be provided an opportunity to fill open positions in accordance with all seniority and work opportunity provisions pertaining to skilled trades employees. To expedite placement into related skilled trades classification openings, the Company will exercise full implementation of (J1) and (P1) placement opportunity as defined in the Skilled Trades provisions of the P, M & P agreement. This is to be completed by the end of the first quarter 2024.

Lifting Limits on Broken or Damaged Tools Replacement P. 50
Our funding for tool replacement has been stuck since 1996 and it was harming many of our skilled trades members. The funding factor providing the money for tool replacement was $10 multiplied by the total number of Skilled Trades workers on each plant's active roll. This $10 multiplier had not increased since 1996 and in plants with limited trades it was a major problem. We eliminated all monetary limitations on the repair or replacement of broken tools, an important win for skilled trades.

Pushing Back on Alternative Work Schedules (AWS) P. 287
The AWS language added in the 2019 agreement gave management the right to implement alternative work schedules consisting of 12-hour workdays. The Company wanted to expand its ability to implement these schedules in more plants. The Bargaining Committee not only fended off this advance, it was successful in deleting this letter.

Placement of Skilled Trades Employees P. 51
Negotiators fought hard to negotiate new and improved language providing opportunities for Trades laid off or working production to get back to their tools. Improvements were made to Letter 49 so that journeymen and permanent employees who are laid off or working production must be given an opportunity for placement in a related skilled classification in a plant in the same labor market area, before any new employees are hired.

Skilled Trades Tool Allowance That Will Boost Our Pay P. 135
The National Negotiating Committee was successful in attaining a special one-time increase of $1.50 per hour that will be added to the base rates of Skilled Tradespersons. The increase will be applied upon ratification of the tentative agreement. Crucially, it will be applied to our pay before our first general wage increase, so our 11% raise in 2023 will be applied to that higher pay.

Discontinued Classifications – Classifications with Reduced Numbers of Employees P. 49
Before these negotiations, the company was only required to consider experience and placed skilled trades without regard to the employee's seniority. The Negotiators addressed this issue by modifying this letter to place affected employees as J-1 or P-1 status into a related classification in seniority order when an opening occurs.

Skilled Trades Classification Structure P. 113
CMM attritional openings were previously filled by candidates from Tool Maker or Die Maker base trade, but they will now be filled from within the Tool & Die Work Group. The Industrial Controls classification was eliminated, and those tradesmen will retain their seniority date and be migrated into the Electrician classification during the term of the 2023 agreement.

Better Apprentice Forecasting and Development P. 136
Our negotiators were able to improve language that sets a minimum 8% threshold at locations and will replace every journeyperson from apprenticeable trades retiring before reaching the age 61. That will add as many as 600 apprentices during the term of the 2023 Agreement.

Apprentice Improvements – Tools, Books and Supplies/Related Training P. 36-37
Apprentices will now be authorized up to $200 per year/$800 total over the life of agreement for Related Training instruction (RTI) books reimbursement. These funds will be in addition to the $1,800 that apprentices already receive. Apprentices can attend their related training during normal scheduled work hours and will be able to convert holiday pay into a PAA hours when that training falls on a contractual company holiday.



Right to Respect Picket Lines

We won the right to support other workers when they're standing up for their rights. The company cannot discipline or discharge us for refusing to cross a lawful primary picket line.





WORK LIFE BALANCE

Maximum of 1 Week for Vacation Shutdown Period P. 58
Your national negotiators were able to win language that plants can only mandate 1 week for a vacation shutdown period. Many of our members will be able to retain a whole week of vacation to be used at their own discretion. Eligible members at plants that have multiple weeks of a shutdown period will be able to file for Unemployment and Supplemental Unemployment Benefits (SUB).

Eliminated 3/2/120 Schedule P. 104
While maintaining a four-day ten hour work schedule, our negotiators were able to eliminate our 3/2/120 schedule

Parental Leave Benefit P. 230
Eighty (80) hours of Paid Parental Leave to an employee who:

- Has given birth to a child
- Is the biological parent of a newborn
- Has adopted a child under the age 18 (other than a spouse's child)
- Has become a parent of the newborn child of a surrogate or donor.

Additional Holiday Added P. 20
The bargaining team was successful in negotiating Juneteenth as an additional holiday to be recognized each year of the agreement.

SOURCING

As our company passed from one corporation to another, the commitment to our workforce seemed to drop with it. Our plants were closed, our product sent overseas, our work outsourced. In this contract, we have finally gone from defense to offense. We negotiated powerful tools to make our membership grow instead of shrink. Here's some of what we won or strengthened:

- Moratorium on Outsourcing of existing core jobs for both our hourly and salaried bargaining units. P. 131
- Right to strike over plant closure and if the company fails to fulfill a product and investment commitment. P. 10
- New Product Investment for Belvidere, TMP, Trenton, and plants across the country. P. 138
- Battery plants built in towns where we already have union strength. P. 138
- Dual Sourcing Letter added to protect volume of Ram 1500 and Pentastar Engine production at SHAP and Trenton. P. 247
- Maintained the Supplier Relations Letters. The company wanted to delete these letters.
- New Technology Language also maintained.

SPW - STELLANTIS PRODUCTION WAY P. 82, 232

Increase in UAW SPW Leadership in all Manufacturing Locations

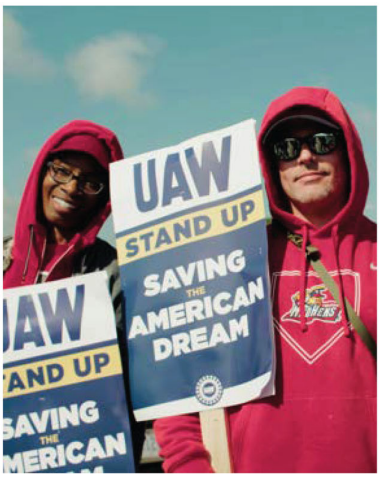
Your Bargaining Team was successful in negotiating 16 UAW SPW Lead Positions, one at each Manufacturing Facility. These individuals will be responsible for coordinating SPW planning activities and will ensure that SPW is promoting job security for our membership on the shop floor.

Communication Is the Key to our Success

Your Negotiating Team recognized the need to strengthen communication in each of our facilities. They were successful in securing language to align the UAW Continuous Improvement Lead to officially serve as the UAW Communications Lead at each manufacturing location.

Increase involvement in Launch Activities

The UAW Joint Domain Leads will now participate in JSOES Meetings and be given the opportunity to be engaged from the very beginning of the Launch process to effectively support new product launches.





EAP - Employee Assistance Program

In this contract, we won language to include Alternate Employee Assistance Program (EAP) Representatives in the Certification Training Program. The parties agreed to assess additional alternative EAP Certification providers, such as but not limited to the Labor Assistance Professionals Association to provide EAP certification for EAP representatives and alternate EAP representatives.

Your Bargaining committee was successful in securing new language that will provide an additional EAP Representative to manufacturing facilities with workforces of 2,500 or more.

New International Appointments to JTLSC

During these negotiations, your bargaining team has won two new Internationally appointed positions. The Joint Team Leader Selection Committee (JTLSC) will now be appointed by the UAW Vice President of the Stellantis Department.

Team Leader Ratio

Your Bargaining team recognized the importance of having smaller Team Sizes to successfully run the shop floor. Team Leader Ratios will be defined in the Joint Team Leader Selection Manual.

Tuition Assistance Program

A major objective of our Tuition Assistance Program is to prepare workers and our families for the jobs of the 21st century. Your UAW negotiators won some significant improvements that will help us meet the challenges ahead.

Tuition Assistance Increased P. 66
To meet the rising costs of education at universities and colleges, this tentative agreement has enhanced the tuition assistance substantially for active and supplemental members, and the dependent children of all UAW Stellantis members. An increase of $3,000 was gained for Tuition Assistance and the book reimbursement for degree-related books was increased by $800.

Scholarship for Dependent Children (SFDC) Improved P 102
New to the agreement, supplemental members are now eligible to use the SFDC benefit, and the overall benefit increased from $1,500 to $1,600. Also, if both parents are active FCA employees, they will be eligible for the benefit up to $3,200 per eligible dependent provided out-of-pocket expenses are substantiated. Additional gains include high school dependents that are dual enrolled in post-secondary degree programs are now eligible to receive the benefit, the grade requirement was enhanced to passing grades and the application process was improved to allow SFDC applications to be submitted after the end of the semester.

Finally, the joint administration of the Tuition Assistance Program and Scholarship for Dependent Children program was regained. In addition, a standardized documented appeal process will be implemented for the TAP & SFDC programs.



YEARLY TUITION ASSISTANCE FOR ACTIVE AND SUPPLEMENTAL EMPLOYEES		
TAP & SFDC Programs	**2019 Contract**	**New Contract**
Job Related Degree Programs	$5,000	$8,000*
Books for Job Related Programs	$200	$1,000
Scholarship for Dependent Children	$1,500	$1,600

**Tuition assistance paid out more than $5,250 per year is subject to applicable State and Federal income taxes.*

LOCAL ARBITRATION P.255

Our National Negotiators worked hard on behalf of our Locals and won new language that improves the local arbitration process. It gives our locals more power to take on management directly over issues like overtime and shift preferences.

Before these negotiations, a local could file multiple grievances over an issue contained in its Local Agreement, but management could refuse to arbitrate it and the local had no real recourse.

With this agreement, locals have the right to go to arbitration over critical issues like overtime. It's power that management didn't want to give up, but our negotiators fought hard and won.

With this agreement, every local at every plant will have new power to advocate for their members.

NEW LETTERS

Veteran Job Opportunities P. 261
The UAW and Stellantis discussed our mutual desire to support the country's veterans and the need to continue placing a high priority on identifying qualified veteran candidates for hire into production, skilled trades and salaried jobs within the bargaining unit.

Closed Plant & Idle Plant Seniority Clarification P. 243
Salary Bargaining (SBU), skilled trades returning to production, and employees transferred via the 67A process will now have an opportunity to attain their seniority from a closed/idle plant.

Return to Former Labor Market Area P. 241
Former Belvidere Assembly employees will now have the opportunity to transfer back to the Illinois Labor Market Area and they will retain their seniority rights.

MOU – Regarding Layoff Status for Employees in Belvidere P. 271
Currently indefinitely laid-off members at Belvidere will now be converted to a temporary layoff upon ratification.

DURATION & RATIFICATION

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Stellantis, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and nine months and will expire April 30, 2028.

DUES: A CONSTITUTIONAL MATTER

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

UAW STELLANTIS HOURLY REPORT

This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.



UAW Members Win Employee Lease Program

Too many members can't afford to buy the cars we build. That's a truth we told management in bargaining. We told them about the line of cars in front of our assembly plants dropping off our workers who don't have the money for a car of their own.

We moved the company to take action. One of the final commitments we won from the company was access for UAW members to Stellantis' Employee Lease Program. It's a benefit that management has long enjoyed, but hourly workers have never had it.

The list of benefits is long: unlimited mileage, registration & plates, tire repair & replacement, 24/7 roadside assistance, no credit check, new vehicle every year, lease payments payroll deduction, special pricing for U.S. built vehicles, insurance included, maintenance & repairs, windshield replacement, no deductibles, loaner vehicle for repairs, and the list goes on.

Out on the line, we said, "No Deal, No Wheels." We just won a deal with wheels.

Brought back option for all members to use one Employee Advantage number on any person of their choice, not limited to family.

84 HOLIDAYS OVER FOUR AND A HALF YEARS

Holiday Added P. 20

Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-four (84) holidays will be provided to UAW Stellantis during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	**Christmas Holiday Period**
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
Sept. 2, 2024	Labor Day

2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	**Christmas Holiday Period**
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	**Christmas Holiday Period**
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	**Christmas Holiday Period**
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar 26, 2027	Good Friday
Mar 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028

Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	**Christmas Holiday Period**
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter

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THE NEGOTIATIONS PROCESS

WHO'S WHO

UAW National Stellantis Council: Elected local leadership at UAW-represented Stellantis facilities represent members' interests on the National Council.

UAW National Stellantis Sub-Councils: National Stellantis Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, Parts).

UAW National Negotiators: Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

Negotiations Sub-Committee: Made up of UAW National Negotiators and the UAW National Stellantis Department. Sub-Committees are broken down by subject matter.

UAW National Resolutions Committee: Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

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

TIMELINE

10.12.22
UAW Stellantis National Negotiators elected in St. Petersburg, Fla.

10.26.22
Letter sent to local UAW Leadership from UAW National Stellantis Department requesting membership resolutions.

3.20.23
UAW National Stellantis Sub-councils meet to discuss, review and approve membership resolutions from their facilities.

3.27.23
UAW Special Bargaining Convention is held in Detroit.

4.24.23
2023 Index of Language sent via email to servicing reps to start reading over the language.

5.3.23
Official call to the 2023 UAW Stellantis Council Meeting in Southfield, Mich., from June 20-22, 2023.

6.20.23
UAW National Stellantis Council meets in Detroit/ Southfield and votes to approve the 2023 Collective Bargaining Proposals Book.

7.13.23
Opening Ceremony, Stellantis Technology Center in Auburn Hills, Mich., the official kick-off of the 2023 National Negotiations.

7.28.23
Negotiations begin in Sub-committees. Each piece of language negotiated is reviewed, discussed and resolved by the UAW National Negotiators.

8.14.23
Strike authorization letter sent to all UAW Stellantis locals with a deadline of August 24, 2023 to communicate results.

8.24.23
Strike authorization voting completed by all UAW-Stellantis locals.

9.14.23
Strike called as the deadline passed without an agreement. UAW Local 12, Toledo Assembly Complex, called out on the Stand Up Strike.

STELLANTIS DEPARTMENT STAFF

Rich Boyer, Vice President and Director

Harvey Hawkins, Jr.
Administrative Assistant

Joe Ferro
Top Administrative Assistant

John Weyer
Administrative Assistant

DeMetria Gordon
Assistant Director

Frank Grace
Assistant Director

Dave Karnafel
Assistant Director

Loreese Lee
Assistant Director

Nate Martin
Assistant Director

Steve Stahl
Assistant Director

Greg Stoey
Assistant Director

Mark Taylor
Assistant Director

Edgar Torres
Assistant Director

Gary Reid
Coordinator

UAW STELLANTIS NEGOTIATING COMMITTEE

Sub-Council		Local
1	John Morgan (Chair)	7
1	Brian Carter	12
2	Chuck Williams	1264
3	Eric Jackson	723
3	Brandon Weaver	685
4	Ryan Jones	723
4	Harley Laws, IV	12
5	Bob Bickerstaff	1435
6	Josh Fisher	1649
6	Ron Woodard	1248

STAFF

Mike Adams
Jessica Bryant-Hardwell
Kisha Richardson-Chambers
Mona Copeland
J.D. Cowsert

Mike Godlewski
Kristine Hall
Lorenzo Jamison
Jerry King
John Markovski

Greg Marquardt
Scott Moldenhauer
Kenny Morrast
Bryon Nusbaum
Jennifer Palion

Venus Paul
Vince Precopio
Frenchie Rippie-Stotts
Jessica Scott
Tom Shkrela

John Stanfill
Bobby Young

ADMINISTRATIVE STAFF

DaNisha Reeder
Ashley Slezak
Traci Traylor

PRESIDENT'S OFFICE STAFF

Chris Brooks
Top Assistant

Ava Barbour
Associate General Counsel

Renee Turner-Bailey
Social Security Director

Paul Caucci
Top Assistant

Lisa M. Harrison
Associate General Counsel

Jonah Furman
Communications Director

Bob Mikulan
Assistant Director

Jason Wade
Top Assistant

Jeff Dokho
Research Director

Jim McNeill
Assistant Director

Frankie Serra
Assistant Director

Benjamin Dictor
Counsel

Matt Uptmor
Administrative Assistant

Max Fazeli
Assistant Director

2023 UAW-STELLANTIS NATIONAL NEGOTIATING TEAM



This is the UAW Stellantis National Negotiating Committee whose determined efforts, along with those of the UAW National Stellantis Department, and other UAW staff, produced this tentative agreement. **Shawn Fain** is the President of International Union, UAW; **Rich Boyer** is Vice President and Director of the UAW National Stellantis Department; **Joe Ferro** is the Top Administrative Assistant to Boyer; **Chris Brooks**, **Paul Caucci** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Harvey Hawkins Jr.** and **John Weyer** are Administrative Assistants to Boyer; **Jeff Dokho** is Director of the UAW Research Department; **Renee Turner-Bailey** is Director of the UAW Social Security Department; **Frankie Serra** is an Assistant Director of the Social Security Department; **DeMetria Gordon**, **Frank Grace Jr.**, **Dave Karnafel**, **Loreese Lee**, **Nate Martin**, **Steve Stahl**, **Greg Stoey**, **Mark Taylor** and **Edgar Torres** are Assistant Directors of the UAW National Stellantis Department; **Gary Reid** is a coordinator of the UAW National Stellantis Department; **John Morgan**, UAW Local 7, Detroit Assembly Complex-Jefferson, Sub-council 1 (Assembly), is chairman of the UAW Stellantis National Negotiating Committee; **Brian Carter**, UAW Local 12, Toledo Assembly Complex, Sub-council 1 (Assembly); **Chuck Williams**, UAW Local 1264, Sterling Stamping, Sub-council 2 (Stamping); **Eric Jackson**, UAW Local 723, Dundee Engine (Engine/Axle); **Brandon Weaver**, UAW Local 685, Tipton Transmission, Sub-council 4 (Skilled Trades); **Ryan Jones**, UAW Local 723, Dundee Engine, Sub-council 4 (Skilled Trades); **Harley Laws IV**, UAW Local 12, Toledo Assembly Complex, Sub-council 4 (Skilled Trades); **Bob Bickerstaff**, UAW Local 1435, Toledo Machining Plant, Sub-council 5 (Miscellaneous); **Josh Fisher**, UAW Local 1649, Orlando PDC, Sub-council 6 (Parts); **Ron Woodard**, UAW Local 1248, Centerline PDC, Sub-council 6 (Parts).

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NOV 2023

UAW STELLANTIS SALARIED AGREEMENT





The 2023 UAW Stellantis National Negotiating Committee

A Message to UAW Members at Stellantis

Dear UAW Stellantis Family,

We can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean your leadership and our national negotiators. We mean we, the UAW. We mean the Stand Up Strikers of Local 12 in Toledo who took the first step. Our family at the MOPAR facilities brought the pain. And our union family at Sterling Heights Assembly Local 1700 landed the biggest blow.

Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members. We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all.

We set out to do many things that we were told were impossible. We fought like we've never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. Not just for hourly workers at Stellantis, but salaried workers, too. We killed the wage tiers at MOPAR. And we saved Belvidere.

The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than Stellantis workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives.

Just as importantly, we did it together. This wasn't a backroom deal hammered out by President Fain or Vice President Boyer. From the International Executive Board and the President's Office to the UAW Stellantis Department, to our national negotiators, our National Stellantis Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand. While we may not have won everything we wanted, we won more than most people thought was possible. This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both whole-heartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Rich Boyer, Vice President
UAW Stellantis Department



QR Code for Changed Pages Book




UAW
Highlights
COLA Reinstated
Historic Wage Increase with GWIs in Every Year of Agreement
Wage Tiers Eliminated
Salary Continuation for All
Salaried Bargaining Unit Outsourcing Moratorium
New Belvidere Assembly Plant
Health Care Enhancements
$5,000 Ratification Bonus
3 New Battery Plants – Belvidere and Kokomo
New Holiday Added: Juneteenth
Dual Sourcing Letter Protecting Product at SHAP and Trenton Engine
Presence Award
Employee Auto Lease Program
$18.9 Billion Dollar Product Allocation
Paid Parental Leave
EV Work Commitment
EV Training for All Workers
Job Security for All Workers
Maximum of 1 Week Forced Vacation at Shutdown
$50,000 Incentive Plan for Retirement (IPR) Packages – in 2024 and 2026
Right to Strike Over Plant Closing, Outsourcing Moratorium and Product & Investment Commitment
Increased Moving Allowance - $37,500
SUB Pay Eligible for All Full Time After 3 Months Continuous Service
Retirement Improvements for All
3

SIGNIFICANT ECONOMIC IMPROVEMENTS

Our new tentative agreement provides historic economic gains for Salaried Bargaining Unit (SBU) members through a combination of annual general wage increases, the reinstatement of the Cost of Living Allowance (COLA), and an up-front ratification bonus of $5,000.

For the first time in over 20 years, our annual base wage increases in every year of the UAW Stellantis Collective Bargaining Agreement. Members will receive an unprecedented 11% wage increase upon ratification of the proposed agreement. The Company was adamant during bargaining that SBU members wouldn't receive the same GWIs as HBU members. But through the resiliency of our bargaining committees, we received the same strong raises.

GENERAL WAGE INCREASES (GWI) | P. 44

(BEFORE COLA)

DATE	GWI Percentage
Upon Ratification	11%
September - 2024	3%
September - 2025	3%
September - 2026	3%
September - 2027	5%

25%

The reinstatement of the Cost of Living Allowance (COLA) will provide greater security and protect our purchasing power from inflation. At the top rate, our cumulative raises combined with COLA, will be over 30%. | P. 44

Top Rate Example
General Wage Increase GWI with projected COLA

	Grade 18	Grade 17	Grade 11	Grade 9	Grade 7	Grade 5
Current top Rate	**$45.15**	**$44.11**	**$38.67**	**$36.97**	**$35.55**	**$33.96**
11% GWI (Upon Ratification)	$4.97	$4.85	$4.25	$4.07	$3.91	$3.74
2023 Cola Estimate	$0.12	$0.12	$0.12	$0.12	$0.12	$0.12
End of 2023 Top Rate	**$50.24**	**$49.08**	**$43.04**	**$41.16**	**$39.58**	**$37.82**
3% GWI (September 2024)	$1.50	$1.47	$1.29	$1.23	$1.18	$1.13
2024 Cola Estimate	$0.45	$0.45	$0.45	$0.45	$0.45	$0.45
End of 2024 Top Rate	**$52.19**	**$51.00**	**$44.78**	**$42.84**	**$41.21**	**$39.40**
3% GWI (September 2025)	$1.55	$1.51	$1.33	$1.27	$1.22	$1.16
2025 Cola Estimate	$0.36	$0.36	$0.36	$0.36	$0.36	$0.36
End of 2025 Top Rate	**$54.10**	**$52.87**	**$46.47**	**$44.79**	**$42.79**	**$40.92**
3% GWI (September 2026)	$1.60	$1.56	$1.37	$1.31	$1.26	$1.20
2026 Cola Estimate	$0.39	$0.39	$0.39	$0.39	$0.39	$0.39
End of 2026 Top Rate	**%56.09**	**$54.82**	**$48.23**	**$46.17**	**$44.44**	**$42.51**
5% GWI (September 2027)	$2.74	$2.68	$2.35	$2.24	$2.16	$2.06
2027 Cola Estimate	$0.46	$0.46	$0.46	$0.46	$0.46	$0.46
End of 2027 Top Rate	**$59.29**	**$57.96**	**$51.04**	**$48.87**	**$47.06**	**$45.03**

Wage Increase Retroactive to October 23, 2023 | P. 44

Due to the extended bargaining of these negotiations, your negotiators were able to secure that the wage rate increase will be paid retroactively for all hours worked on and after October 23, 2023. These wage rate adjustments will be issued as soon as practicable but no later than pay ending December 17, 2023.

SALARIED WORKERS SEE HISTORIC GAINS

COLA RESTORED | PP. 201-03

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2009 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index ("CPI") published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate $1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under this scenario, COLA would provide a total value of around $8,800 through the CBA term.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay. Consistent with the formula suspended in 2009, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated minus five cents will be folded into base wages.

Protecting Profit Sharing Benefits

We established a new protection for the profit-sharing rights of employees who leave the company. If an employee terminates after Dec. 31, but before the payout date, they will still be eligible for the profit-sharing payment.



WINNING PRODUCT FOR OUR PLANTS P. 211

Your UAW bargainers were also intent on retaining and growing employment opportunities for our members. We understood the challenges posed by the transition to electric vehicles (EVs), and worked to win investments that will secure our future in EV production and benefit members who continue to make ICE vehicles.

Through these negotiations your bargainers secured $18.9 billion in product commitments and other investments, surrounding Internal Combustion and Electric Vehicles.

SALARIED WORKERS SEE HISTORIC GAINS

ASSEMBLY OPERATIONS	
Plant	**Product Investment**
Belvidere $1.5 Billion	• All New Midsize Trucks in 2027 (80,000 – 100,000 Units Projected)
Detroit Assembly Complex $1.5 Billion	• 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
Toledo Assembly Complex North & South $1.5 Billion	• 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
Warren Truck $600 Million	• 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 • 2nd Mid-Cycle Action Wagoneer/Grand Wagoneer (WS) in 2027
Sterling Heights $1.4 Billion	• 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
JOINT VENTURE BATTERY PLANTS	
Plant	**Product Investment**
Belvidere $3.2 Billion	• Launch a new JV battery operation in 2028 with a yet to be identified business partner.
Kokomo $6.2 Billion	• Launch two new JV battery operations with Samsung SDI with the first scheduled to being production in 2025 and the second in 2026.
MOPAR	
Plant	**Product Investment**
New Belvidere Consolidated Mopar Mega Hub $100 Million	• Launch in 2024 through the consolidation of work from the Marysville, Chicago, and Milwaukee PDCs. • Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025.
New Fishkill, NY Mopar Hub $30 Million	• Launch in 2025 with the consolidation of work from the New York and Boston PDCs.
New Macon, GA Mopar Hub $30 Million	• Launch in 2026 with the consolidation of work from the Orlando and Atlanta PDCs
New Metro Detroit Region Mopar Hub $30 Million	• Launch in 2026 with the consolidation of work from the Centerline PDC, Centerline Warehouse & Packaging, Warren PDC, and Sherwood PDC
New Reno, Nevada PDC $30 Million	• Launch projected in 2027 with the consolidation of work from the LA PDC
New South Central TX PDC $30 Million	• Launch projected in 2026 with the consolidation of work from the Dallas PDC

POWERTRAIN	
Plant	**Product Investment**
Kokomo Casting $160 Million	• 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
Kokomo Engine	• Current product GME T4 DOHC will continue into 2028
Kokomo Transmission $450 Million	• Current product 850RE Gen 2 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
Indiana Transmission $900 Million	• 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
Trenton Engine	• Pentastar Classic continues through 2024 • Pentastar Upgrade continues through 2028
Dundee Engine Plant North & South $770 Million	• 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
Toledo Machining $270 Million	• 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 will continue into 2028 • Introduce Production of STLA Large Front Cradles • Introduce Production of STLA Medium Cradles • Introduce Production of Halfshafts
STAMPING	
Plant	**Product Investment**
Sterling Stamping $165 Million	• 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, Sterling Heights Assembly and other North American facilities
Warren Stamping $85 Million	

MOPAR Heartburn

The company gave us two choices for MOPAR: to either consolidate facilities and gain jobs, or close facilities and lose jobs. The choice to consolidate these facilities was difficult, but we came out of it with the elimination of the lower wage tier at MOPAR, a guarantee of job security, and the right to bargain for an expanded moving allowance beyond the $37,500 we already won.

BATTERY PLANTS & EVs

The Electric Vehicle transition is a critical moment for autoworkers everywhere. Our job is to make sure that all auto jobs – EV and ICE – are good jobs, and that this transition does not become a race to the bottom. With that in mind, your national negotiators secured key agreements to secure our jobs and make sure new EV jobs maintain our standards and protections. **The Company has committed to a pathway to the battery plants for SBU members in the future.**

Doubling Down on EVs in Kokomo
Our UAW members have already made Kokomo the transmission capital of the world. Now we're going to become a world-beater in battery production as well. Stellantis has committed to build two new battery plants in Kokomo. It's a $6.2 billion investment that the company estimates will create 2,600 permanent jobs.

A Bright Future for Belvidere | pp. 211-12
Eight months ago, Belvidere was flat on its back. The last worker had just walked out of our plant, and the company had no plans to reopen it. Now, not only will we have an assembly plant in Belvidere, we have won a commitment from Stellantis to locate a new battery plant there. Like the plants in Kokomo, it's a massive investment – $3.2 billion – that will generate an estimated 1,300 jobs. We proved that when we fight we can win big.

Expanding EV Production in Existing Plants | p. 212
We're not just winning new battery plants. We're also bringing EV production into our existing facilities. We'll be building battery trays at Dundee Engine and more EV components in other plants. And because we have the right to strike over plant closures – and also if the company fails to fulfill product and investment commitments – we have serious leverage to build the EV future in our existing plants.

JOB SECURITY

Your negotiating team went into this bargaining session laser focused on getting back many of the things UAW members lost during the downturn. On job security, the goals were not only met, but exceeded. We have won more rights and benefits for workers facing potential layoffs.

SBU Outsourcing Moratorium | P. 206
The bargaining committee successfully negotiated a "SBU Outsourcing Moratorium" letter into the SBU agreement. This letter is a duplicate of the HBU Letter 300. The inclusion of this letter gives the SBU Leadership more ability to prevent and / or challenge any outsourcing actions proposed by the company.

Dual Source Letter Protecting U.S. Jobs | P. 204
We won a key provision that will keep the Ram 1500 (ICE, BEV and REPB) at SHAP and the Pentastar Classic and Upgrade at Trenton Engine. If these products are built in a plant outside the United States, the Company must first decrease production in the non-U.S. plant before SHAP's or Trenton's production is scaled back.

Right to Respect Picket Lines | P. 5
We won the right to support other workers when they're standing up for their rights. The company cannot discipline or discharg us for refusing to cross a lawful primary picket line.

NEW **Right to Strike Over Plant Closing, Outsourcing Moratorium, and Product & Investment Commitments** | p. 5
Your bargaining team secured the right to strike over any potential plant closing during the life of the agreement. That gives us unprecedented power to fight plant closures. And we went one step further. For the first time in our union's history, your bargaining team was also able to secure language for the right to strike over the company's failure to fulfill product and investment commitments. We have gone from seeing Stellantis' footprint shrink in the United States to gaining the leverage to grow our plants and our membership.

SALARIED WORKERS SEE HISTORIC GAINS

Transition Assistance Backstops our SUB Pay Benefits | p. 19

We won 52 weeks of SUB plus 52 weeks of transition assistance for indefinite layoffs. When a member exhausts their SUB, they aren't cut off. Instead, they can continue to receive medical benefits and half of full pay for another 52 weeks. Now members have a choice when their SUB benefits expire. They can take an up-front lump-sum or they can take transition assistance and keep their options open.

INCREASED MOVING ALLOWANCES			
Moving Allowance Type	Old Contract	New Contract	Increase
Basic Moving Allowance	$6,000	$8,000	$2,000
Enhanced Moving Allowance	$30,000	$37,500	$7,500
Modified Enhanced Moving Allowance	$30,000	$37,500	$7,500

Letter 186 – SBU placement to HBU | p. 165
SBU has had members indefinitely laid off who had previous hourly seniority. However, that seniority was from a plant that is now closed and they lost all of that seniority. Now they will be able to exercise options to remain at their current location and be granted their hourly seniority within the provisions of the PM&P agreement.

Sourcing:
Make Buy Log Purged and Revisions p.208
The Make Buy log has been purged. Prior to negotiation's the SBU Dealer Claims Analysts, Designers, Mechanics / Technicians, Mopar Compilers and Mopar Special Investigations were all on the Make Buy log with the intent to indefinitely lay them off with no intent on ever returning them to work.

Make Buy Process | p. 208
During the life of this agreement no Make Buy Studies will be conducted within the scope and content of work normally performed by SBU members.

Layoffs and New Classifications
The Company tried to introduce new classifications under the premise that it needed more specialized employees. The Bargaining Committee denied this proposal, knowing that it was an attempt to create classifications for lower seniority employees that could impact higher seniority employees in times of layoff.

AMEPT- 3D Printer Operations | pp. 176-77
The Bargaining Committee addressed concerns involving the growing use of 3D Printers. Letter 206 has been improved protecting and outlining SBU members' applications of that technology in all manufacturing, development and validation locations.

Salary Continuation
During these negotiations, the company proposed to eliminate Salary Continuation for all traditional SBU members. The Bargaining Committee denied this proposal, and now all traditional and in-progression members qualify for Salary Continuation regardless of hire date.

SALARIED WORKERS SEE HISTORIC GAINS

HEALTH & SAFETY

pp. 67-94

Your elected negotiators won new training programs, as well as improvements in existing programs, to help keep you safe on the job. Bargainers also maintained many of our programs and initiatives that exceed state and federal guidelines.

Keeping Medical Staff on Site | p. 89
We were successful at addressing the medical staffing issues at manufacturing locations during production hours. The number needed to staff medical is now 275 workers, but we also were able to win the ability for a labor market area to consider when multiple facilities are working and none reach the 275 threshold. They can still schedule one facility's medical operations as long as the accumulated number from all facilities exceeds 275. (M13 Section X(L)(3))



SALARIED WORKERS SEE HISTORIC GAINS

HEALTH CARE BENEFITS
IMPROVED. EXPANDED. PROTECTED

Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

The Company estimates that its cumulative cost to provide employee health care will increase approximately $613 million dollars over the next four years. It will exceed $1.1 billion in 2027. With this expected increase in costs, the Company wanted to impose a 20% increase in cost share to our members. We fought it and rejected it. Our members need deserve to have the best quality health care coverage in the industry, with the lowest out-of-pocket costs. In this round of bargaining, we fought successfully to keep our care affordable all while adding improvements.

Health Care During Layoff Improved P. 19
Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

Maintained

- No Premiums
- No loss of current benefits
- No increases to copays or deductibles
- Major Medical

Added Benefits to the Standard Care Network & PPO Plans BENEFITS, 48-49

- Allergy Testing and Immunotherapy Benefit
- Chiropractic (24 visits per year)
- Injections
- Earwax Removal
- Autism Benefit (Applied Behavioral Analysis)
- Travel & Lodging Benefit

Expanded Benefits

- New Hires (including Supplemental Employees) receive Health Care after 90 days from date of hire or rehire. BENEFITS, 17
- Dental maximum increased by $150, new maximum amount: $2,000 BENEFITS, 59
- Dental coverage for Implants increased from 50% to 90%. BENEFITS, 58
- Lasik surgery benefit increased by $55, to $350 (per person). BENEFITS, 68
- Secured all current preventive services benefits covered at 100% required under the Affordable Care Act (ACA), if at any time the ACA is repealed. These benefits are now part of the Plan design. BENEFITS, 47
- Increased non-participating hospital rates, from $230 to $500 Inpatient room and board charges, $20 to $50 per day for inpatient ancillary charges (Total of $550 Per day). BENEFITS, 17

Maximizing Health, Reducing Health Care Costs
To continue to provide excellent health care coverage to our members and their eligible family members, the Union and the Company agreed to certain programs that will help mitigate and reduce the current trend of rising health care costs without having to pass any of those cost shares to our members.

For SCN & PPO Plans

- Prudent RX Specialty Drug Program may provide 0% prescription copay to members for specialty drug that are on the Prudent RX Specialty Drug list. BENEFITS, 5
- Pre-Authorization for Spinal and Joint program. BENEFITS, 40
- 5-mile CVS proximity network (Members whose zip code is within 5 miles of a CVS location). BENEFITS, 6
- Medicare Part-B enrollment if approved for SSDIB with Medicare Part B premium reimbursement. BENEFITS, 22

SALARIED WORKERS SEE HISTORIC GAINS

DISABILITY BENEFITS

Disability benefits are absolutely essential. And we improved them in this agreement. We've made important gains in a number of areas.

Sickness & Accident (S&A) & Extended Disability Benefits (EDB)
Full-time employees with one or more years of seniority are eligible for 52 weeks of Sickness & Accident Benefits, eliminating the duration based on years of seniority. Benefits p. 121

S&A waiting period now based on 3 calendar days (including Saturday and Sunday), rather than 3 scheduled workdays. Pay begins on the following scheduled workday. Benefits p. 119

Elimination of the employee's provision that served more punitive than corrective in nature under the (B-13 – Abuse of S&A Program.) Benefits pp. 75-76

Increase Medicare Part-B premium reimbursement to Medicare Part-B standard. Benefits p. 94

LIFE INSURANCE BENEFIT

This is another area where we held the line and saw benefit rates increase along with base pay rates.

Group Life Insurance (Company Provided) **Benefits pp. 95-99**

- Increased benefit rates to Traditional Member's life insurance to correlate with top HBU and SBU base pay rates.
- Maintained Survivor Income Benefits

Additional Holiday Added | p. 16
The bargaining team was successful in negotiating Juneteenth as an additional holiday to be recognized each year of the agreement.

Parental Leave benefit
See addendum to SBU White Book
Eighty (80) hours of Paid Parental Leave to an employee who:

- Has given birth to a child
- Is the biological parent of a newborn
- Has adopted a child under the age 18 (other than a spouse's child)
- Has become a parent of the newborn child of a surrogate or donor.



RETIREMENT SECURITY

Retirement insecurity is one of the greatest economic injustices facing our country – and our membership. We went into this round of negotiations committed to making huge strides for current and future retirees. We didn't get everything we wanted, but we got more than many thought was possible.

CURRENT RETIREES & SURVIVING SPOUSES
We have won the first bonus for current retirees in 17 years. Under this agreement, current retirees and surviving spouses will receive payments of $500 annually. For decades, surviving spouses received less than retirees – this contract not only re-established annual bonuses for all retirees but provided the same amounts for surviving spouses. Eligible if retired prior to October 1, 2023, with payments in December.

TRADITIONAL EMPLOYEES
For current legacy employees we won a $5 increase to the Life Income Benefit which will result in an increase of $1,800 a year to future pensioners. We also negotiated enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for $50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

IN-PROGRESSION EMPLOYEES
For current In-Progression employees, we won a groundbreaking 10% employer contribution—with no required employee contribution—to their 401k.

ANNUITY
In-Progression Members will be given the opportunity to purchase an annuity at a discounted rate with funds from their 401(k)

IN-PROGRESSION
10%
employer contribution to 401(k)

TRADITIONAL
$5
Increase to Life Income Benefit (LIB)

CURRENT RETIREES
$500
Annual Payments

73% TO 146% INCREASE IN ANNUAL COMPANY CONTRIBUTION TO 401KS BY END OF AGREEMENT

SALARIED WORKERS SEE HISTORIC GAINS

Current Retiree Bonuses Return | PP 198-99
Current Retirees will once again receive a lump sum bonus under the proposed agreement. Your bargaining team negotiated bonuses for retirees who retired prior to 10-01-2023. Retirees and surviving spouses will receive a total of five yearly payments of $500 each. The first payment will be scheduled no later than the end of the first quarter of 2024, and the remaining payments will be scheduled in December 2024, 2025, 2026, and 2027.

In-Progression Improvements | P 208
Your bargaining team fought to improve retirement security for members who are eligible for the company contribution and was successful in gaining a significant improvement in the company contribution for our members who currently have a 6.4 percent company contribution rate. With the new agreement, In-Progression employees will receive a significant increase in the company contribution rate to 10 percent. This increase will greatly improve the ability to prepare for a secure retirement.

The Incentive Plan for Retirement | See addendum to HBU White Book
Your UAW bargaining committee was successful in negotiating enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for $50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

SOURCING

As our company passed from one corporation to another, the commitment to our workforce seemed to drop with it. Our plants were closed, our product sent overseas, our work outsourced. In this contract, we have finally gone from defense to offense. We negotiated powerful tools to make our membership grow instead of shrink. Here's some of what we won or strengthened:

- Moratorium on outsourcing of existing core jobs for both ou hourly and salaried bargaining units. | **p. 206**
- Right to strike over plant closure and if the company fails to fulfill a product and investment commitment. | **p. 5**
  - New Product Investment for Belvidere, TMP, Trenton, and plants across the country.| **p. 211**
  - Battery plants built in towns where we already have union strength. | **p. 212**
  - Dual Sourcing Letter added to protect volume of Ram 1500 and Pentastar Engine production at SHAP and Trenton. | **p. 204**
  - Maintained the Supplier Relations Letters. The company wanted to delete these letters.
  - New Technology Language also maintained.

SPW – STELLANTIS PRODUCTION WAY | pp. 119-22

Increase In UAW SPW Leadership In All Manufacturing Locations
Your Bargaining Team was successful in negotiating 16 UAW SPW Lead Positions, one at each Manufacturing Facility. These individuals will be responsible for coordinating SPW planning activities and will ensure that SPW is promoting job security for our membership on the shop floor. Your Negotiating Team recognized the need to strengthen communication in each of our facilities. They were successful in securing language to align the UAW Continuous Improvement Lead to officially serve as the UAW Communications Lead at each manufacturing location.

Increase involvement in Launch Activities
The UAW Joint Domain Leads will now participate in JSOES Meetings and be given the opportunity to be engaged from the very beginning of the Launch process to effectively support new product launches.

Tuition Assistance Program

A major objective of our Tuition Assistance Program is to prepare workers and our families for the jobs of the 21st century. Your UAW negotiators won some significant improvements that will help us meet the challenges ahead.

Tuition Assistance Increased P. 66
To meet the rising costs of education at universities and colleges, this tentative agreement has enhanced the tuition assistance substantially for active and supplemental members, and the dependent children of all UAW Stellantis members. An increase of $3,000 was gained for Tuition Assistance and the book reimbursement for degree-related books was increased by $800.

Scholarship for Dependent Children (SFDC) Improved P 102
New to the agreement, supplemental members are now eligible to use the SFDC benefit, and the overall benefit increased from $1,500 to $1,600. Also, if both parents are active FCA employees, they will be eligible for the benefit up to $3,200 per eligible dependent provided out-of-pocket expenses are substantiated. Additional gains include high school dependents that are dual enrolled in post-secondary degree programs are now eligible to receive the benefit, the grade requirement was enhanced to passing grades and the application process was improved to allow SFDC applications to be submitted after the end of the semester.

Finally, the joint administration of the Tuition Assistance Program and Scholarship for Dependent Children program was regained. In addition, a standardized documented appeal process will be implemented for the TAP & SFDC programs.



YEARLY TUITION ASSISTANCE FOR ACTIVE AND SUPPLEMENTAL EMPLOYEES		
TAP & SFDC Programs	**2019 Contract**	**New Contract**
Job Related Degree Programs	$5,000	$8,000*
Books for Job Related Programs	$200	$1,000
Scholarship for Dependent Children	$1,500	$1,600

**Tuition assistance paid out more than $5,250 per year is subject to applicable State and Federal income taxes.*

SALARIED WORKERS SEE HISTORIC GAINS

A DEAL WITH WHEELS

UAW Members Win Employee Lease Program
One of the final commitments we won from the company was access for UAW members to Stellantis' Employee Lease Program. It's a benefit that management has long enjoyed, but SBU workers have not had.

The list of benefits is long: unlimited mileage, registration & plates, tire repair & replacement, 24/7 roadside assistance, no credit check, new vehicle every year, lease payments payroll deduction, special pricing for U.S. built vehicles, insurance included, maintenance & repairs, windshield replacement, no deductibles, loaner vehicle for repairs, and the list goes on.

NEW LETTERS

Veteran Job Opportunities | P 199
The UAW and Stellantis discussed our mutual desire to support the country's veterans and the need to continue placing a high priority on identifying qualified veteran candidates for hire into production, skilled trades and salaried jobs within the bargaining unit.

Closed Plant & Idle Plant Seniority Clarification | P 165
Salary Bargaining (SBU), skilled trades returning to production, and employees transferred via the 67A process will now have an opportunity to attain their seniority from a closed/idle plant.

MOU – Regarding Layoff Status for Employees in Belvidere | See addendum to SBU White Book
Currently indefinitely laid-off members at Belvidere will now be converted to a temporary layoff upon ratification.



DURATION & RATIFICATION
p. 24
The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Stellantis, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and nine months and will expire April 30, 2028.

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

UAW STELLANTIS SBU REPORT
This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

84 HOLIDAYS OVER FOUR AND A HALF YEARS

Holiday Added P. 16

Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-four (84) holidays will be provided to UAW Stellantis during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	**Christmas Holiday Period**
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
July 5, 2024	Friday after July 4th
Sept. 2, 2024	Labor Day

2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	**Christmas Holiday Period**
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Dec. 31, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	**Christmas Holiday Period**
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	**Christmas Holiday Period**
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar. 26, 2027	Good Friday
Mar. 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028

Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	**Christmas Holiday Period**
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter

THE NEGOTIATIONS PROCESS

WHO'S WHO

UAW National Stellantis Council: Elected local leadership at UAW-represented Stellantis facilities represent members' interests on the National Council.

UAW National Stellantis Sub-Councils: National Stellantis Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, Parts).

UAW National Negotiators: Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

Negotiations Sub-Committee: Made up of UAW National Negotiators and the UAW National Stellantis Department. Sub-Committees are broken down by subject matter.

UAW National Resolutions Committee: Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

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

TIMELINE

10.12.22
UAW Stellantis National Negotiators elected in St. Petersburg, Fla.

10.26.22
Letter sent to local UAW Leadership from UAW National Stellantis Department requesting membership resolutions.

3.20.23
UAW National Stellantis Sub-councils meet to discuss, review and approve membership resolutions from their facilities.

3.27.23
UAW Special Bargaining Convention is held in Detroit.

4.24.23
2023 Index of Language sent via email to servicing reps to start reading over the language.

5.3.23
Official call to the 2023 UAW Stellantis Council Meeting in Southfield, Mich., from June 20-22, 2023.

6.20.23
UAW National Stellantis Council meets in Detroit/ Southfield and votes to approve the 2023 Collective Bargaining Proposals Book.

7.13.23
Opening Ceremony, Stellantis Technology Center in Auburn Hills, Mich., the official kick-off of the 2023 National Negotiations.

7.28.23
Negotiations begin in Sub-committees. Each piece of language negotiated is reviewed, discussed and resolved by the UAW National Negotiators.

8.14.23
Strike authorization letter sent to all UAW Stellantis locals with a deadline of August 24, 2023 to communicate results.

8.24.23
Strike authorization voting completed by all UAW-Stellantis locals.

9.14.23
Strike called as the deadline passed without an agreement. UAW Local 12, Toledo Assembly Complex, called out on the Stand Up Strike.

STELLANTIS DEPARTMENT STAFF

Rich Boyer, Vice President and Director

Harvey Hawkins, Jr.
Administrative Assistant

Joe Ferro
Top Administrative Assistant

John Weyer
Administrative Assistant

DeMetria Gordon
Assistant Director

Frank Grace
Assistant Director

Dave Karnafel
Assistant Director

Loreese Lee
Assistant Director

Nate Martin
Assistant Director

Steve Stahl
Assistant Director

Greg Stoey
Assistant Director

Mark Taylor
Assistant Director

Edgar Torres
Assistant Director

Gary Reid
Coordinator

UAW STELLANTIS NEGOTIATING COMMITTEE

Sub-Council		Local
7	Tammy Wiser (Recording Secretary)	868
8	Daryl Goodwin	1302
8	Mike Hayes	412

STAFF

Mike Adams
Jessica Bryant-Hardwell
Kisha Richardson-Chambers
Mona Copeland
J.D. Cowsert

Mike Godlewski
Kristine Hall
Lorenzo Jamison
Jerry King
John Markovski

Greg Marquardt
Scott Moldenhauer
Kenny Morrast
Bryon Nusbaum
Jennifer Palion

Venus Paul
Vince Precopio
Frenchie Rippie-Stotts
Jessica Scott
Tom Shkrela

John Stanfill
Bobby Young

ADMINISTRATIVE STAFF

DaNisha Reeder
Ashley Slezak
Traci Traylor

PRESIDENT'S OFFICE STAFF

Chris Brooks
Top Assistant

Ava Barbour
Associate General Counsel

Renee Turner-Bailey
Social Security Director

Paul Caucci
Top Assistant

Lisa M. Harrison
Associate General Counsel

Jonah Furman
Communications Director

Bob Mikulan
Assistant Director

Jason Wade
Top Assistant

Jeff Dokho
Research Director

Jim McNeill
Assistant Director

Frankie Serra
Assistant Director

Benjamin Dictor
Counsel

Matt Uptmor
Administrative Assistant

Max Fazeli
Assistant Director

2023 UAW STELLANTIS NATIONAL NEGOTIATING TEAM



This is the UAW Stellantis National Negotiating Committee whose determined efforts, along with those of the UAW National Stellantis Department, and other UAW staff, produced this tentative agreement. **Shawn Fain** is the President of International Union, UAW; **Rich Boyer** is Vice President and Director of the UAW National Stellantis Department; **Joe Ferro** is the Top Administrative Assistant to Boyer; **Chris Brooks**, **Paul Caucci** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Harvey Hawkins Jr.** and **John Weyer** are Administrative Assistants to Boyer; **Jeff Dokho** is Director of the UAW Research Department; **Renee Turner-Bailey** is Director of the UAW Social Security Department; **Frankie Serra** is an Assistant Director of the Social Security Department; **DeMetria Gordon**, **Frank Grace Jr.**, **Dave Karnafel**, **Loreese Lee**, **Nate Martin**, **Steve Stahl**, **Greg Stoey**, **Mark Taylor** and **Edgar Torres** are Assistant Directors of the UAW National Stellantis Department; **Gary Reid** is a coordinator of the UAW National Stellantis Department; **John Morgan**, UAW Local 7, Detroit Assembly Complex-Jefferson, Sub-council 1 (Assembly), is chairman of the UAW Stellantis National Negotiating Committee; **Tammy Wiser**, UAW Local 868, Atlanta PDC, Sub-council 7 (Office and Clerical), is recording secretary of the UAW Stellantis National Negotiating Committee; **Daryl Goodwin**, UAW Local 1302, Kokomo Transmission Plant, Sub-council 8 (Engineering); **Mike Hayes**, UAW Local 412, Chrysler Technology Center, Sub-council 8 (Engineering).

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FCA

P M & P / LMA

(000) Agreement Date / Union List

Agreement Entered into on This ~~Sixteenth~~xx Day of ~~December~~, November, 20~~19~~23

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	~~961~~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

10/30/23

PO 10130123

(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.)

FCA

P M & P / LMA

(000) Index of Units

PRODUCTION AND MAINTENANCE
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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~~

10/30/23 JLF BW BC Ee Am RB 3

10/30/2023 WAB

~~Kokomo Transmission – Local 685~~
~~Indiana Transmission Plant I – Local 685~~
~~Indiana Transmission Plant II~~Kokomo Engine Plant ~~– Local 685~~
~~Tipton Transmission Plan - 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~~
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~~15. Detroit Assembly Complex Mack - Local 51~~

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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

10/30/23 JLF BW BC TB 4

10/30/2023 WLB LV

FCA

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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.

(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) workings 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

~~A s~~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	Veterans Day
November ~~28, 2019~~ 23, 2023	Thanksgiving Day
November ~~29, 2019~~ 24, 2023	Day after Thanksgiving
December ~~23, 2019~~ 25, 2023	Christmas Holiday Period
December ~~24, 2019~~ 26, 2023	Christmas Holiday Period
December ~~25, 2019~~ 27, 2023	Christmas Holiday Period
December 26, 20~~19~~23 28, 2023	Christmas Holiday Period
December 2~~7~~9, 20~~19~~23	Christmas Holiday Period
~~December 30, 2019~~	~~Christmas Holiday Period~~
~~December 31, 2019~~	~~Christmas Holiday Period~~
January 1, 202~~0~~4	Christmas Holiday Period
January ~~20~~15, 202~~0~~4	Martin Luther King, Jr. Day
~~April 10, 2020~~March 29,2024	Good Friday
~~April 13, 2020~~April 1, 2024	Day after Easter
May 2~~6~~7, 202~~0~~4	Memorial Day
June 19, 2024	Juneteenth
~~July 3, 2020~~July 4, 2024	Independence Day ~~(observed)~~
July 5, 2024	Friday After Independence Day
September ~~7~~2, 202~~0~~4	Labor Day
November ~~3, 2020~~5, 2024	Federal Election Day
November 11, 202~~0~~4	Veterans Day
November 2~~6~~8, 202~~0~~4	Thanksgiving Day
November 2~~7~~9, 202~~0~~4	Day after Thanksgiving
December 2~~4~~3, 202~~0~~4	Christmas Holiday Period
December 2~~5~~4, 202~~0~~4	Christmas Holiday Period
December 2~~6~~5, 202~~0~~4	Christmas Holiday Period
December 2~~7~~6, 202~~0~~4	Christmas Holiday Period
December ~~30~~27, 202~~0~~4	Christmas Holiday Period
December 30, 2024	Christmas Holiday Period
December 31, 202~~0~~4	Christmas Holiday Period
January 1, 202~~5~~4	Christmas Holiday Period
January ~~18, 2021~~20, 2025	Martin Luther King, Jr. Day
April ~~2, 2021~~18, 2025	Good Friday
April ~~6, 2021~~21, 2025	Day after Easter

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May ~~31, 2021~~26, 2025	Memorial Day
June 19, 2025	Juneteenth
July ~~5, 2021~~4, 2025	Independence Day ~~(observed)~~
September ~~6, 2021~~1, 2025	Labor Day
November 11, 202~~1~~5	Veterans Day
November ~~25, 2021~~27, 2025	Thanksgiving Day
November ~~26, 2021~~28, 2025	Day after Thanksgiving
December 24, 202~~1~~5	Christmas Holiday Period
December ~~27, 2021~~25, 2025	Christmas Holiday Period
December ~~28, 2021~~26, 2025	Christmas Holiday Period
December 29, 202~~1~~5	Christmas Holiday Period
December 30, 202~~1~~5	Christmas Holiday Period
December 31, 202~~1~~5	Christmas Holiday Period
January 1, 2026	Christmas Holiday Period
January 2, 2026	Christmas Holiday Period
January 1~~7, 2022~~9, 2026	Martin Luther King, Jr. Day
April ~~15, 2022~~3, 2026	Good Friday
April ~~18, 2022~~6, 2026	Day after Easter
May ~~30, 2022~~25, 2026	Memorial Day
June 19, 2026	Juneteenth
July ~~4, 2022~~3, 2026	Independence Day (observed)
September ~~5, 2022~~7, 2026	Labor Day
November ~~8, 2022~~3, 2026	Federal Election Day
November 11, 202~~2~~6	Veterans Day
November 2~~4, 2022~~6, 2026	Thanksgiving Day
November 2~~5, 2022~~7, 2026	Day after Thanksgiving
December 2~~6, 2022~~4, 2026	Christmas Holiday Period
December 2~~7, 2022~~5, 2026	Christmas Holiday Period
December 28, 202~~2~~6	Christmas Holiday Period
December 29, 202~~2~~6	Christmas Holiday Period
December 30, 202~~2~~6	Christmas Holiday Period
December 31, 2026	Christmas Holiday Period
January ~~2, 2023~~1, 2027	Christmas Holiday Period ~~(observed)~~
January 1~~6, 2023~~8, 2027	Martin Luther King, Jr. Day
~~April 7, 2023~~March 26, 2027	Good Friday
~~April 10, 2023~~March 29, 2027	Day after Easter
May ~~29, 2023~~31, 2027	Memorial Day
June 18, 2027	Juneteenth (observed)
~~July 3, 2023~~	~~Independence Day (Monday before Independence Day)~~
July 4, 202~~3~~5, 2027	Independence Day (observed)
September ~~4, 2023~~6, 2027	Labor Day
November 11, 2027	Veterans Day
November 25, 2027	Thanksgiving Day
November 26, 2027	Day After Thanksgiving
December 24, 2027	Christmas Holiday Period
December 27, 2027	Christmas Holiday Period
December 28, 2027	Christmas Holiday Period
December 29, 2027	Christmas Holiday Period
December 30, 2027	Christmas Holiday Period

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December 31, 2027	Christmas Holiday Period
January 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	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 ~~1, 2022~~3, 2026

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Sunday, January ~~2, 2022~~4, 2026
Saturday, December ~~24, 2022~~26, 2026
Sunday, December ~~25, 2022~~27, 2026
Saturday, ~~December 31, 2022~~January 2, 2027
Sunday, January ~~1, 2023~~3, 2027
Saturday, December 25, 2027
Sunday, December 26, 2027
Saturday, January 1, 2028
Sunday, January 2, 2028

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

The foregoing provisions shall not apply to employees assigned to (1) 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.

(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, 20204 - May 24, 20245	May 4517, 20204 - May 79, 20245
May 35, 20245 - May 83, 20256	May 4416, 20245 - May 438, 20256
May 94, 20256 - May 72, 20267	May 2015, 20256 - May 427, 20267
May 83, 20267 - May 61, 20278	May 4914, 20267 - May 405, 20278

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.

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

(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, 2007shall 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 ~~Classifications~~classified Employees will receive general wage increases per the schedule below.

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

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September 6, 2027	5%

~~(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:~~

(i~~C~~) Employees who hold a red-circled rate as of September 14, 202~~0~~3, 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.

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

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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.

Years of Service	Effective 10/23/2023	Effective 9/9/2024	Effective 9/8/2025	Effective 9/7/2026	Effective 9/6/2027
<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.

	Effective 10/23/2023	Effective 9/9/2024	Effective 9/8/2025	Effective 9/7/2026	Effective 9/6/2027
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, 1~~. 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-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, 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 30,202~~3~~28.

(a)--If either party desires to modify, amend or terminate this Agreement, it shall, sixty (60) days prior to ~~September 14,~~ April 30,202~~3~~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 30,202~~3~~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 30,202~~3~~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 Apprentice 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)

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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.

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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 ~~Chrysler~~Stellantis-UAW Department may appoint, in each facility, an alternate EAP Representative to perform the duties of the EAP Representative in their absence. For Parts Distribution Centers, the EAP Representative and the alternate shall not be out of the plant and off the floor at the same time. The Vice-President and Director of the Union's ~~Chrysler~~Stellantis Department will advise Corporate Employee Relations in writing of the names of the appointees and the plant to which each is assigned. No EAP Representative shall function as such until the Company is so advised. The EAP Representative shall serve an indefinite term and shall be replaced only with the concurrence of the Joint Activities Board.

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

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~~their functions forty (40) hours per week, has a regular job to perform and that ~~he~~they will advise his Supervisor on each occasion when it is necessary for ~~him~~them to leave ~~his~~their regular job in order to function as an EAP Representative.

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

(c) When the EAP Representative is permitted less than forty (40) hours a week away from work, the designation of such time shall be made by mutual agreement between 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~~their function as an EAP Representative.

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

(f) The EAP Representative shall be assigned to the first shift and shall be subject to the provisions of Section (19) of the 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~~their 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~~them.

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

The parties agree to 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

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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 ~~WCL~~ 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 ~~WCL~~ 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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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 ~~Cynthia Estrada~~ Rich Boyer

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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 Holiefeld~~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 ~~he~~they can do will be placed, in accordance with ~~his~~their seniority, on a job in his department or division that he can perform consistent with ~~his~~their assigned physical restrictions.

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

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

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

Accepted and Approved:

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

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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 RB JLF 48 9/6/23 SH

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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

P M & P / LMA

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 Shagene~~Christopher Fields

Accepted and Approved:

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

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P M & P / LMA

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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FCA

P M & P / LMA

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,

BOH 10/10/23 JLF JM RB BW

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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) A re 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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10.6.23

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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FCA

P M & P / LMA

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

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9/6/23

FCA

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 ~~se~~ 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 ~~Cynthia Estrada~~ Rich Boyer



FCA

P M & P / LMA

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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10/28/23

- 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-FCA~~ 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 ~~Cynthia Estrada~~ Rich Boyer

10/28/23 KR BW JLF AC BC EW SM RB RW 62

10/28/23

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P M & P / LMA

Product Purchase Program

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

(96) Product Purchase Programs

International Union, UAW

Attention: ~~Mr. General Holiefield~~ 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/~~employee~~mepp/) where a discount code will be provided electronically. It is understood by the parties that this program is intended only for eligible employees-retirees.

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

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

Accepted and Approved:

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

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P M & P / LMA

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 Holiefield~~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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FCA

P M & P / LMA

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 ~~to licensed or~~ nationally or regionally accredited schools, ~~such as colleges, universities, proprietary schools or vocational institutions~~. ~~The Plan permits workers to select many types of vocational training or education, for their situation and goals.~~ Degree programs are subject to approval by the UAW/Chrysler National Training Center. FCA Tuition Plan Administrators. Additionally, FCA and the UAW will continue to jointly identify courses of study for certificate programs associated with appropriate joint programs offered.

Courses

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

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

Schools

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

Prior Learning Credits

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

Funding

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

Administration

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

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

The National Training Center has the authority and discretion to interpret the terms of the Plan under the provisions of the Memorandum of Understanding on ~~Joint activities~~FCA-UAW Center for Employee Development (M-~~9~~14). This authority includes, but is not limited to, the authority and discretion to approve schools and courses under the Plan and to issue guidelines interpreting the Plan.

~~TUITION ASSISTANCE PLAN FOR ACTIVE WORKERS~~

Eligibility

~~The participant must be~~ 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. Francios~~Christopher Fields

Accepted and Approved:

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

10-29-23

10/28/23

10/28/23

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FCA

P M & P / LMA

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

9-19-23

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P M & P / LMA

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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FCA

P M & P / LMA

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. Gallegher~~Christopher Fields

Approved and Accepted:

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

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FCA

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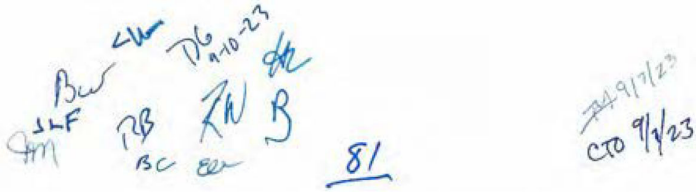
appropriate corrective action nor the sole remedy in resolving the complaint. Appropriate discipline, up to and including discharge, may be imposed.

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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P M & P / LMA

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 ~~WCM~~Stellantis Production Way (SPW) implementation including development, leadership, administration, execution, training and coaching is necessary for success. The parties also shared their concern that the concept of full fledged partnership through joint ~~Pillar~~ leadership must not result in selective implementation of ~~WCM~~SPW. 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, ~~WCM~~SPW 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 WCM implementation.~~ It ~~was~~is also noted that ~~WCM~~SPW is an operating system owned and operated by ~~Fiat~~Stellantis, the terms and conditions of which are proprietary and that the purpose for the requirement to jointly implement ~~WCM~~SPW fully is to build the manufacturing organization to ~~W~~world ~~C~~class 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 ~~WCM~~SPW 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.

~~WCM~~SPW is ~~the most~~a holistic road-map to Lean Manufacturing the parties have experienced.

It is of critical importance that ~~WCM~~SPW 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 ~~WCM~~SPW.

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 ~~WCM~~SPW. The parties agreed that ~~WCM~~SPW 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 ~~WCM~~SPW 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 ~~WCM~~SPW.

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 ~~WCM~~SPW 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 (NWCPC) established below may review aspects of the mode such as the Team Leader selection and removal process for the purpose of closer alignment with ~~WCM~~SPW.

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

Any issues on ~~WCM~~SPW 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 Holiefield~~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.

2. Regular Meeting.

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

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

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

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

~~2.~~3. Locality

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

~~3.~~4. Notice of Hearing

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

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

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

~~4.~~5. Date and Time of Hearing

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

~~5.~~6. Stenographic Record

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

~~6.~~7. Attendance at a Hearing

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

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

7.8. Recess or Adjournment

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

8.9. Order of proceedings

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

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

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

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

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

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

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

9.10. Absence of Party

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

10.11. Evidence

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

11.12. Statements

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

12.13. Post-Hearing Statement

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

9-14-23

Accepted and Approved:

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

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P M & P / LMA

Cooling Off Period

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

(147) Cooling Off Period

International Union, UAW

Attention: ~~Stan Marshal~~ 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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FCA

P M & P / LMA

Union and Company Awareness

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

(159) Union and Company Awareness

International Union, UAW

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

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P M & P / LMA

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

- 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.

- 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

Process

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

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

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

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

Accepted and Approved:

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

9/14/23

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P M & P / LMA

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

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An available UAW Nurse will accompany the audit team to facilities with onsite ~~FCA~~ 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~~ fFacilities 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-~~FCA~~ 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 ~~Cynthia Estrada~~Rich Boyer

9-8-23

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9/7/23
9-7-23

FCA

P M & P / LMA

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 r~~ Require employees to ~~substitute vacation and/or excused~~ use no more than 50% of their annual Paid ~~a~~Absence ~~a~~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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10/27/23 CDR 10/27/23

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

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

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

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

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

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

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

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

Accepted and Approved:

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

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FCA

P M & P / LMA

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 $~~9~~5,000 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 $~~3,500~~5,000 to active Supplemental Employees who have worked at least ninety (90) days prior to the effective date of the Agreement.

10/28/23 KR JLF BW RB BC

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HCH 10/28/23

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 ~~Cynthia Estrada~~Rich Boyer

10/28/23
KR

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BCD
10/28/23

P M & P / LMA

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.

AAH 9/1/23 JLF RB 100

JH 2/31/2023

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 Committeeperson 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

101

8/31/2023

FCA

P M & P / LMA

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

D.6 10-29-23 JLF BC BC 102

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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 ~~Norwood H. Jewell~~Rich Boyer

D.6 10-29-23 JHF RC RB RC 103

10/28/23
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FCA

P M & P / LMA

Alternative Work Schedules

~~December 16, 2019~~ September xx 2023

(246) Alternative Work Schedule~~s~~

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 Schedule~~s~~.

~~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: ~~Cynthia 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 *Monday through Thursday*	• Two (2) crews, two (2) shifts working 10 hours each. • Includes all non-production and non-skilled employees.
Production Employees *Friday*	• Employees may be required to work.
Production Employees *Sunday/Holiday*	• 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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FCA

P M & P / LMA

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 ~~Cynthia Estrada~~Rich Boyer

9/14/2023

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FCA

P M & P / LMA

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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P M & P / LMA

Skilled Trades Apprentice Program

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

(252) Skilled Trades Apprentice 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 Apprentice Programs to provide the necessary skill sets required to meet the future technical challenges in manufacturing. The following Apprentice Programs are intended to maximize the required skill balance and knowledge in each Work Group:

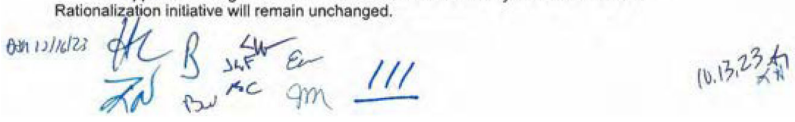
Electrical Work Group
- Electrician
- Welder Equipment Repair
- ~~Industrial Controls~~

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



Each Apprentice Agreement will be registered with the United States Department of Labor, Office of Apprenticeships. Upon graduation from the Apprentice 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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10.13.23

FCA

P M & P / LMA

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 apprentice program, or has experience and training similar to that required in a bona fide apprenticeship program. The Skilled trades committeeperson 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: ~~Cynthia Estrada~~ Rich Boyer

INSERT CHART HERE

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Attachment: A

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 [4]			TRAIN UP TO LEVEL 3 WITHIN WORK GROUP					
Electrician	Repairer Welder Equipment	~~Industrial Controls~~	Pipefitter	Millwright	Machine Repair	Tool Maker	CNC	CMM [2]	Die Maker	Die Welder [1]	
Electrician ~~Industrial Controls~~	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	
Eliminated / Protested Classification Alignment											
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.~~ Journeyperson 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.

FCA

P M & P / LMA

Quality Achievement Award

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

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

International Union, UAW

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

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

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

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

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

~~b. JD Power IQS (Initial Quality Survey)~~

~~a. A Quality Achievement Award payment, based upon the location's WCM 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:~~

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

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

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

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

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- ~~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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Individual Metric – Presence at Work Award		
Metric	**Target**	**Payment Amount**
Compensated Hours	1,850	$1,000

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

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

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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FCA

P M & 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 ~~WCM~~ 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 ~~WCM~~SPW 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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- 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, ~~WCM~~SPW 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

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P M & P / LMA

Good Record Criteria

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

(256) Good Record Criteria

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

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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: ~~Cynthia Estrada~~ Rich Boyer

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P M & 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 ~~Cynthia Estrada~~ Rich Boyer

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P M & 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: ~~Cynthia Estrada~~Rich Boyer

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9/7/23

FCA

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

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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 ~~FCA~~ 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 ~~FCA~~ Stellantis vehicle development process (PDP Timeline) for any new major vehicles or major redesigned vehicles.

Both parties recognize the need for continuous improvement to the Sourcing Administration process. As such, process changes corresponding to the M-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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- 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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ABA 10/27/23
CSO 10/27/23

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Outsourcing Moratorium

~~December 16~~ September xx, 20~~19~~23

(300) Outsourcing Moratorium

International Union, UAW

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

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

During the 20~~19~~23 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 20~~19~~23 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 20~~19~~23 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.

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2. The Company commits to insource certain specified UAW FCA US LLC represented jobs. This work will be retained for the term of the 20~~19~~23 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 20~~19~~23 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

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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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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: ~~Cynthia Estrada~~ Rich Boyer

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FCA

P M & 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

Date 10/27/23

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10.27.23

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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 apprenticable 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 journeypersons and the fact that the program has historically been the source of the majority of journeypersons 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 journeypersons.

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:

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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 apprenticable skilled trades classifications. This calculation will be based on the number of skilled trades on the active roll within apprenticable 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 Journeyperson 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~~.

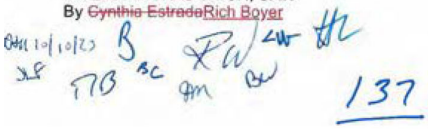
Apprentices will be added in accordance with the annual method detailed above provided that qualified candidates can be found who meet all the selection criteria. The national parties will resolve any discrepancies with the annual forecasting method. An effort will be made to manage the flow of accessions 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 Shagena~~Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Cynthia Estrada~~Rich 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 2nd 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 (JBU), 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 Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025	~$100M
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

10.30.23

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FCA

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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 ~~FCA~~ 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 ~~FCA~~ 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 ~~FCA~~ 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 (CPCP)~~ 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 ~~CPCP~~ 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 ~~CPCP~~ PDP timeframes and overall objective to improve speed to market. The timing for achieving various ~~CPCP~~ 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 ~~CPCP~~ 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 ~~FCA~~ 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 ~~FCA~~ 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, ~~CPCP~~ PDP milestone dates, marketing objectives and customer requirements, and potential assembly and stamping plant loading capability. At approximately the Sync 1 milestone of the new PDP Timeline, the Program Overview Meeting will be held between the parties.

Supplier Selection Source Plan

The International Union will be notified in writing by the Company of plans to proceed with a new or redesigned vehicle, sub-system or component part. During the Program Overview Meeting, the National Committee Co-Chairs, Administrative Assistant(s) to the Vice President and Director of the ~~FCA~~ Stellantis Department, UAW, Assistant Director of the ~~FCA~~ Stellantis Department, UAW responsible for Sourcing, other designated senior management representatives, and the appropriate UAW Sourcing Representative(s) shall 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 ~~FCA~~ Stellantis Department, UAW, Administrative Assistant(s) to the Vice President and Director of the ~~FCA~~ Stellantis Department, UAW, Assistant Director of the ~~FCA~~ Stellantis Department, UAW responsible for Sourcing, 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.

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

FCA US LLC

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(M-02) Memorandum of Understanding on Overtime - U.S. Plants

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MEMORANDUM OF UNDERSTAND
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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.

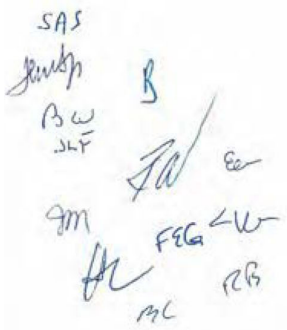
The selection of one of such alternatives by the Local Union shall be irrevocable during the term of the National Production and Maintenance Agreement. If the Local Union fails or refuses to select one of the alternatives by December 1, 1985 it will be deemed to have selected the agreements and practices 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.

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW
CHRYSLER GROUP LLC



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(M-3) Health & Safety

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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~~ (~~LWCPC~~LJSC).

(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 ~~FCA~~ Stellantis Department and the Vice President of Employee Relations for the Company.

(B) The responsibility for the integration of ~~B.E.S.T. and WCM~~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 ~~WCM~~ 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 ~~WCM~~ 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 ~~WCM~~ 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 ~~WCM/WCL~~ 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 ~~WCM/WCL~~ 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 ~~FCA~~ 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~~;~~ ~~a~~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 ~~FCA~~ Stellantis Department will be provided the opportunity to review and participate in such training or instruction programs and make necessary recommendations.

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

c. ~~The Company,~~ ~~u~~Upon request from the National Joint Health and Safety Co-Leads, ~~will~~ provide ~~to the Union member of the LJHSC,~~ access to ~~the available~~ health and safety documents referenced in Company policies. It will be at the discretion of the NJC to provide all such documents that are not available from the Company such as:

National Safety Council Publications
Governmental Standards on Health and Safety
Corporate Health and Safety Bulletins
Trade Publications
ANSI/NFPA standards
Publications of Local Safety Councils

d. Explore opportunities to participate in applicable National Consensus Standard organizations such as the American National Standards Institute (ANSI) and the National Fire Protection Agency (NFPA) to address safety in the workplace. To that end, the NJC shall include a meeting agenda item to

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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 ~~FCA~~ 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 ~~FCA~~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 ~~FCA~~ 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 ~~R~~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 ~~FCA~~ 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 WCM Technical Safety Pillar at Manufacturing facilities, and the WCL 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 WCM/WCL calls and lead WCM/WCL training on pillar tools and associated activities (with ULs, TLs & TMs).~~
- ~~Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including; 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 WCM/WCL audits.~~

(~~k~~j) -- ~~Upon request, FCA will notify the LJHSC of significant environmental remediation projects, spills or releases that are subject to government reporting requirements. The LJHSC will forward such information to the NJC.~~ Participate in Company Manufacturing/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~~k) -- ~~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~~l) -- ~~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 a~~n FCA~~ Stellantis total amount not to exceed $500,000~~$250,000~~. Payments for such projects will be made directly by the NIHCR as approved.

VII. Training

(A) Training Program Design

The Company agrees to provide additional joint health and safety training to enhance the safety awareness, hazard recognition and technical skills of employees covered under the terms of this agreement. To assure basic uniformity, the NJC will develop guidelines to be used by the 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 ~~FCA~~ 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, trial programs directed at chemical hazard communication, issues concerning specific manufacturing processes, (9) Skilled Trades safety training, including Electrical Safety Work Practices (Arc-Flash) NFPA 70-E for appropriate personnel, (10) Union representatives and supervisors, (11) LJHSC, (12) and general hazard recognition.

The NJC will oversee additional programs in areas such as:

- New hire orientation, in which all new 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 ~~of~~ 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

~~WCM/WCL - The appointed UAW Health and Safety Trainer will work with the WCM Technical Environmental (ENV) Pillar at Manufacturing facilities, and the WCL Technical ENV Pillar at PDCs 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/PDC route map objectives.~~
- ~~Participation in pillar meetings, monthly WCM/WCL calls and lead WCM/WCL training on pillar tools and associated activities (with ULs, TLs & TMs).~~
- ~~Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including; EMATs (Environmental Management Audit Training), identification of ENV Unsafe Acts and Conditions & Kaizen Journals).~~
- ~~Improve pillar knowledge through kaizen and project creation, implementation and tracking of results.~~
- ~~Joint development and presentation of environmental material at the WCM/WCL audits.~~

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

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

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

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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 WCM Technical Workplace Organization (WO) Pillar at Manufacturing facilities, and the WCL 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 WCM/WCL calls and lead WCM/WCL training on pillar tools and associated activities (with ULs, TLs & TMs).~~
~~• Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including, 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 WCM/WCL 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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- ~~Thirty~~Fifteen (~~30~~15) per month - Production and Maintenance locations.
- Six (6) per month ~~–~~ PDC locations ~~where WCL 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 WCM first aid report and any MURI element score of 3~~ to prioritze ~~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 LWCPC, are encouraged to ensure their committees are active and performing their intended responsibilities. A quarterly report of their activities will be submitted to the NJC.

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

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

~~11. The Ergonomic Analyst will be afforded the opportunity to attend the WCM WPI course that includes training and provides access to the WPI applicable Jack~~

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

(C) Control Measures and Skilled Trades

Selection of control methods will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. Members of the LEC will consider solutions within a combination of feasible controls such as:

a. Re-design or re-orient parts, tools and equipment
b. Use of mechanical devices or power tools
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 ~~ErgoPAL~~ 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 ~~h~~Health and ~~s~~Safety ~~t~~Trainer/~~e~~Ergonomic ~~a~~Analyst and Plant Medical to determine that the original condition will not be further aggravated. Any type of control established should be evaluated within 30 days of its implementation to confirm its effectiveness. After three months, ~~the symptom survey / medical visit review section and the operator / analyst input section of the Post ErgoPAL must be updated. I~~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 ~~a~~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 Eergonomic ~~a~~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 ~~FCA~~ Stellantis Department. Each facility shall target a six (6) month time frame to implement feasible measures in accordance with LEC recommendations to control MSD risk factors. The LEC is to develop a "top five" list of the most concerning jobs requiring remediation. Factors to be considered for placing a job on the "top five" list shall include injury rates, ~~ErgoPAL~~ ergonomic assessment scores, lost work time rates and investment cost paybacks. The LEC will work aggressively to find practical, feasible, economical solutions to the "top five" list. In the event that 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 ~~FCA~~ OSH group and the UAW ~~FCA~~ 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 ~~FCA~~ 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/M^3. In addition, locations with new installations have achieved average levels at or below 0.5 mg/M^3. The Company advised the Union of our intent to continue similar efforts throughout the life of the current Agreement. To that end, we endeavor to engineer and design new equipment to obtain a mist level of 0.5 mg/M^3 time weighted average for initial start-up and also agree to prioritize controls for workstations where employee mist exposures exceed 0.80 mg/M^3 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 LWCPC.

(I) Medical Services

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

(J) Medical Exams

The Medical Staff will continue to provide medical services, for OSHA required physical examinations and other appropriate tests at no costs to the employee, including audiometric examinations, pulmonary function tests, and appropriate medical surveillance as identified 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 ~~designate~~designee, upon written request of the employee, will be provided access to his or her medical record information within the framework of existing laws and corporate procedures. Whenever an employee requests access to that employee's medical record, the Company will ensure that access is provided in a reasonable time, place, and manner within five (5) working days for active employees. Any unresolved issues will be directed to Corporate Medical Operations.

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

(L) Medical Operations

1. The Company has coordinated healthcare services in order to achieve timely, optimal quality care delivered in a cost-effective manner. Great emphasis has been placed on internal medical departments continuing to meet regulatory requirements and guidelines set forth by nationally recognized medical organizations.

2. The Company shall maintain a coordinated medical emergency response process (First Responder notification, CPR, AED, and 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 ~~Practioner~~ Practitioner annually.

3. The Company agree~~d~~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 ~~LWCPC~~ 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 ~~LWCPC~~ 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 LWCPC 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 LWCPC 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.

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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 ~~LWCPC~~ 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~~
~~1st~~	~~Verbal Warning~~	~~12 Months~~	~~Rolling~~
~~2nd~~	~~Verbal Warning~~	~~12 Months~~	~~Rolling~~
~~3rd~~	~~Written Warning~~	~~12 Months~~	~~Rolling~~
~~4th~~	~~Written Warning~~	~~12 Months~~	~~Rolling~~
~~5th~~	~~3 Day Disciplinary Layoff~~	~~12 Months~~	~~Rolling~~
~~6th~~	~~10 Day Disciplinary Layoff~~	~~12 Month~~	~~Locked~~
~~7th~~	~~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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Disciplinary Action	Points	Duration – Active On-roll Employment	Recovery Period
Auto progression	up to 6.5	12 Months	Rolling
5-day disciplinary layoff	7 thru 8.5	12 Months	Locked
Discharge	9	N/A	N/A

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 e~~Contractually 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 Gudeline.~~

~~Example: A tardy on June 22, 2019will 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 Active On-roll Employment~~	~~Recovery~~
~~1st~~	~~Verbal Warning~~	~~12 Months~~	~~Rolling~~
~~2nd~~	~~Verbal Warning~~	~~12 Months~~	~~Rolling~~
~~3rd~~	~~Written Warning~~	~~12 Months~~	~~Rolling~~
~~4th~~	~~Written Warning~~	~~12 Months~~	~~Rolling~~

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~~6th~~	~~3 Day Disciplinary Layoff~~	~~12 Months~~	~~Rolling~~
~~6th~~	~~10 Day Disciplinary Layoff~~	~~12 Month~~	~~Locked~~
~~7th~~	~~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 (½) of a shift as a balance of PAA hours, he would be excused for up to one half (½) of a shift and paid the actual balance of PAA hours. Likewise, if an employee has more than one half (½) 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~~	• ~~Assembly $29.94~~ • ~~Powertrain $29.84~~ • ~~Stamping $29.83~~ • ~~Mopar $29.76~~	• ~~Assembly $30.84~~ • ~~Powertrain $30.74~~ • ~~Stamping $30.72~~ • ~~Mopar $30.65~~	• ~~Assembly $31.77~~ • ~~Powertrain $31.66~~ • ~~Stamping $31.64~~ • ~~Mopar $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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~~service date.~~

~~Years of Service~~	~~Rates Effective 2019 CBA~~	~~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~~
~~>8~~	~~*~~	~~*~~	~~*~~

~~* Maximum Production Rate by Division~~

~~b. Mopar PDC:~~

~~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 PDC Rates Effective 2019 CBA~~
~~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 PDC Rates Effective 2019 CBA~~
~~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.

VIIV Benefit Plans

Employees, as defined in Section II Applicability above, who are classified as Full Time are covered under (1) the 20192023 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.

VIIIVI Scope

Except as specifically provided in this Memorandum, all provisions of the 20192023 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.

INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
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 ~~8~~7, 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.~~

~~5~~4. 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.

~~6~~5. 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.

~~7~~6. 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.

~~8~~7. 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~~

~~b~~a) Current year profit sharing payment based on Plan provisions

~~c~~b) Vehicle Discounts and Mopar Discounts, set forth in ~~2019~~2023 PM&P letters (96) Product Purchase Programs and (97) Employee-Retiree New Vehicle Purchase / Lease Programs and ~~2019~~2023 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 conduct~~will 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 these 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 (WCM) and other Joint Committees and activities as may be mutually agreed to by the Union and the Company.~~

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

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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 FCA facilities. The NTC employees, as part of the dissolution of the NTC, will be given reasonable notice of employment terminations, as applicable.~~
4. ~~To the extent that current UAW International staff perform NTC work in connection with Joint Activities or the transition of such activities, chargeback costs, excluding any and all administrative fees and charges, will be permitted as needed during the transition period ending no later than June 30, 2020~~

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

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

2. NTC Employees will be treated consistent with the severance agreements previously bargained and offered. The NTC will honor all commitments made under those ~~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 FCA-UAW National Agreement pertaining to Joint Activities and joint funding. On the effective date of the 2019 National Agreement, all prior National Agreement provisions, Local Agreement provisions, Memorandums of Understandings, Letters, Documents or Excerpts, etc. regarding Joint Activities and joint funding, not specifically provided for in the 2019 National Agreement, shall cease and no longer be applicable. As such, the parties recognize that 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%)$12.60MLMC
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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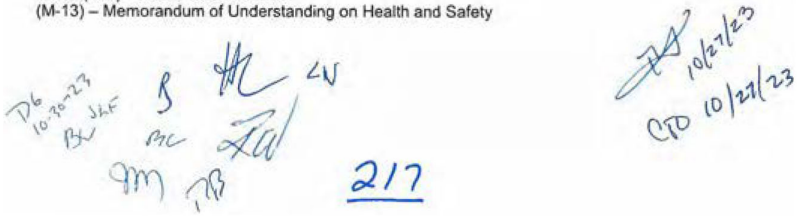
Letter (106) - Tuition Assistance Plan
Letter (109) - Employee Assistance Program
Letter (111) - National and Local Training
Letter (116) - National Equal Application Committee
Letter (117) - Discrimination and Harassment Prevention
Letter (119) - New Hire Orientation
Letter (124) - World Class Employee 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~~TPTs 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 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~~

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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
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

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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 ~~2019~~2023 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 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~~
~~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, 2022wage 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, 2007shall 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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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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P M & P / LMA

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 ~~Pillar~~Domain Lead positions. The UAW expressed concern in improving the effective involvement of the UAW Joint ~~Pillar~~Domain Leads in the implementation and sustainment of ~~World Class Manufacturing (WCM)~~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 Pillar~~Domain Leads in ~~pillar~~Domain activities. The Company raised concerns, that at times, some UAW Joint ~~Technical Pillar~~Domain Leads do not demonstrate the commitment to grow their knowledge and take ownership in leading ~~pillar~~Domain activities. The parties acknowledged that a key element of successful ~~WCM~~SPW implementation relies on SPW Plant Leads and ~~Pillar~~Domain 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~~Domain Leads.

The parties agree that all individuals in ~~Technical Pillar~~Domain Lead roles must demonstrate a high level of ~~pillar~~Domain competence and leadership skills to lead others using ~~WCM~~SPW methodologies. Therefore, the UAW Leadership committed to Management that the UAW Joint ~~Technical Pillar~~Domain Leads will be held accountable and measured by SPW UAW Plant Leads, in a similar manner as the Management ~~Pillar~~Domain Leads, to learn the methodology, apply the tools and spread know how to all employees required which is necessary to drive ~~pillar~~the Key Performance Indicators (KPI)within the domain as well as in the plants through ~~WCM~~SPW.

Notwithstanding the provisions of Letter (124) – ~~World Class~~Stellantis Production Way Employee Participation, the parties agreed to align existing UAW appointed representatives to the ~~WCM Technical Pillars~~SPW 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 Pillar~~Domain Leads. These positions are applicable ~~to~~all U.S. Manufacturing plant locations~~, with the exception of Connor 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 ~~pillars~~Domains 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 (~~FC~~CI)
~~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 ~~Chrysler~~Stellantis Department to confirm the final selection of UAW Joint ~~Technical Pillar~~Domain Leads.

~~Management~~The UAW International Representative SPW Lead has committed to provide the UAW Joint ~~Pillar~~Domain Leads an opportunity to increase their ~~WCM~~SPW knowledge and skills, by providing specific training~~, a~~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 ~~WCM~~ Representative will join the ~~WCM Central~~Deployment Team and also be the liaison to the Plant ~~WCM~~ 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 ~~WCM 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 ~~WCM~~SPW methodologies and application on the shop floor in various roles, including, but not limited to, Team Leader ~~in a model or expansion area~~, ~~WCM~~SPW Specialist and UAW Joint ~~Pillar~~Domain Lead. Through a standardized evaluation process, these individuals must demonstrate engagement in ~~WCM~~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 WCM 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 WCMA 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 ~~WCM Central~~Deployment Team in the following role, as outlined below:

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- UAW ~~Central~~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 ~~Central~~Deployment Team member will be responsible to work with the ~~Central~~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 ~~WCM~~SPW. In this capacity the UAW ~~Central~~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

10.27.23

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(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:

Adjustment	Weekly Payment will begin First Full Pay Ending	Index Calculation Period
1	December 2023	August, September, October 2023*
2	March 2024	November and December 2023, and January 2024
3	June 2024	February, March and April 2024
4	September 2024	May, June and July 2024
5	December 2024	August, September and October 2024
6	March 2025	November and December 2024 and January 2025
7	June 2025	February, March and April 2025
8	September 2025	May, June and July 2025
9	December 2025	August, September and October 2025
10	March 2026	November and December 2025 and January 2026
11	June 2026	February, March and April 2026
12	September 2026	May, June and July 2026
13	December 2026	August, September and October 2026
14	March 2027	November and December 2026 and January 2027
15	June 2027	February, March and April 2027
16	September 2027	May, June and July 2027
17	December 2027	August, September and October 2027

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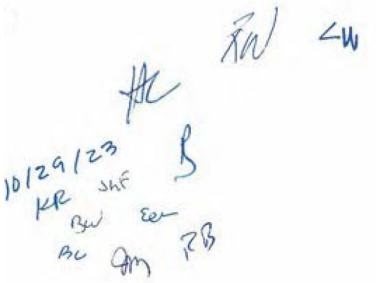
18	March 2028	November and December 2027 and January 2028

*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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P M & P / LMA

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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P M & P / LMA

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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FCA

P M & P / LMA

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.

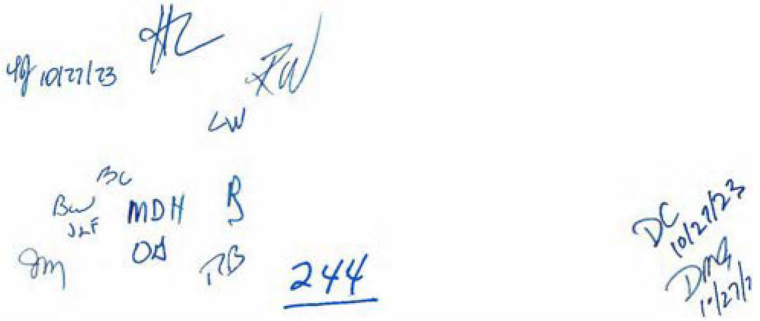
Employees transferred to a location pursuant to Section 67(A), Transfer of Employees Between Plants and subsequent to this voluntary transfer, their location is designated as a closed or idled plant, will be afforded their closed plant seniority when their services are no longer required at the new plant.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

243

INTERNATIONAL UNION, UAW
By Rich Boyer



FCA

P M & P / LMA

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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FCA

P M & 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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FCA

P M & 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

10/28/23
10-28-23

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

10-28-23

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FCA

P M & P / LMA

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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P M & P / LMA

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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P M & P / LMA

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

Date 9/1/23

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P M & P / LMA

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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P M & P / LMA

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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FCA

P M & P / LMA

Payroll Deductions to Obtain Company Vehicles

September xx, 2023

(N-xx) Payroll Deductions to Obtain Company Vehicles

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer,

During 2023 negotiations, the parties discussed the feasibility of providing bargaining unit employees the convenience of payroll deduction as a means of payment for obtaining Company vehicles. The Company stated that while there is no current system to facilitate this process, the parties agreed to explore options available to employees for payroll deduction when purchasing Company vehicles within 90 days following ratification of this agreement.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved,

INTERNATIONAL UNION, UAW
By Rich Boyer

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P M & P / LMA

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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P M & P / LMA

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 managment 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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P M & P / LMA

Joint Public Health Committee

September xx, 2023

(N-xx) Joint Public Health Committee

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer,

During the 2023 negotiations, the parties agreed that the health and safety of its employees is their number one priority and recognized public health crises are possible in the future.

During the COVID-19 pandemic, the Company was identified by state and federal governments as a critical component of the national infrastructure. As a result, the Company continued work when other business entities were either curtailing or completely ceasing operations. Company employees, including bargaining unit employees, were designated as "essential workers" and proceeded to provide critical economic support to the national infrastructure by way of their continued work.

The Company and the Union recognize that on a prospective basis, future public health crises could have significant impact on the Company, its employees and their families. The Company and the Union agree that discussions between the parties focused on employee safety, and fact-based facility preparedness can help abate potential and sustained disruption to manufacturing operations.

The Company and Union agree to the following:

- To establish a joint Public Health Emergency Committee, consisting of three (3) International Union Representatives, one (1) individual from the International Union, UAW Health and Safety Department and two (2) individuals will be existing UAW-Stellantis Representatives appointed by the Vice President and

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Director, UAW National Stellantis, and three (3) individuals will be employees appointed by the Vice President of Employee Relations Stellantis.

- The Committee will meet at least annually or more frequently as circumstances dictate. Committee meetings will focus on Company preparedness for pandemic events and other public health crises that could have a substantial impact on the Company and bargaining unit employees and their families.
- Given the subject matter, it may be necessary to invite additional representatives, such as the International UAW Health and Safety Department, Corporate Director for Wellbeing, Health and Safety or other subject matter experts to allow for thoughtful discussion on the issue. Prior to such a meeting taking place, the Parties will agree on the inclusion of any additional attendees.
- Upon the declaration of a public health crisis by the Governor of a State in which the UAW represents employees of the Company, or by the President of the United States, the Committee will meet as soon as practicable to discuss items of mutual concern. Subsequent meetings will be scheduled as agreed to by Committee members. When possible, the parties agree to exchange agenda topics they wish to discuss at least forty-eight (48) hours prior to any such meeting(s).

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

9-10-23

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P M & P / LMA

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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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 9/7/2023 269

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

9/7/2023

9/7/2023

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)

10/28/23

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10-27-23

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FCA

P M & 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~~

10/28/23 KR JLF BW JM BC TB 272

AT 10/28/23 BCD 10/28/23

~~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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FCA

P M & 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.

9/31/23 8/30/2023

Very truly yours,
FCA US LLC
By Glenn Shagena

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 NJC will be provided with the most recent mist map for each plant within 90 days of its completion. The NJC 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 NJC 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 NTG audit.

A subset of the NTG 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 NJC.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

9-9-23
SLF AC

9/5/23
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MT

275

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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MJ RW MC
RB BV

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9/05/23
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FCA

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 LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

278

FCA

P M & 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 CBA~~	~~Rate Effective 2019 CBA~~
~~$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~~

10/30/23 KR JLF BW BC EE JM RB HL 279

10-30-23

FCA

P M & 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~~

10/28/23

~~Accepted and Approved:~~

~~INTERNATIONAL UNION, UAW~~
~~By: Cynthia Estrada~~

10/28/23 KR BW JHF RC JM RB

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FCA

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
8-21-23

DMG 8/17/23

DC 8/17/23

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FCA

P M & 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.~~

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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.

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

8/25/23

8/22/23

8/22/23

283

FCA

P M & 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
8-21-23

8/17/23

8/17/23

284

FCA

P M & 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
8-18-23

8/17/23

8/17/23

285

FCA

P M & 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

10/4/23

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FCA

P M & P / LMA

Skilled Trades - Alternative Work Schedules

~~December 16, 2019~~

~~(310) Skilled Trades Alternative Work Schedules~~

~~International Union, UAW~~

~~Attention: Mrs. Cynthia 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~~

Dan 10/27/23
BW JLF

10.27.23

287

~~Article 1:~~

~~I. Effective Date~~

~~This agreement shall take effect upon ratification of the 2019 UAW-FCA LLC National Agreement effective December 16, 2019.~~

~~II. Applicability~~

~~The terms of this agreement apply to all Skilled Trades employees at all FCA US LLC 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 FCA 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-FCA Department and FCA US LLC 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 FCA Employee Relations and the International UAW FCA 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:~~

Dan 10/27/23 BW SHP

B HL CW EC

Bc cutter

JM RB XW

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10.27.23 AT

~~1. 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:~~

~~1. 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:~~

~~1. 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:~~

~~1. 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.~~

Dan 11/27/23 BW JLF JM Brandy RB RW 289 10/23, 23 AM

~~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.~~

Date 10/27/23 290 10.27.23

~~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 Cynthia Estrada~~

10/27/23

291

10.27.23

FCA

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

9-14-23

By Glenn Shagena

Accepted and Approved

INTERNATIONAL UNION, UAW
By Cynthia Estrada

JLF BC

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07/14/23

FCA

P M & P / LMA

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:

INTERNTIONAL UNION, UAW
By Cynthia Estrada
10-30-23

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CO 10/30/23

FCA

P M & 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 FGA-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~~

10-29-23

CTD 10/28/23

10/28/23

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FCA

P M & P / LMA

World Class Manufacturing - UAW Joint Technical Pillar Leads

October 22, 2015

PM&P
UNPUBLISHED LETTER
World Class Manufacturing – UAW Joint Technical Pillar Leads
UP-115

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 Conner 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	LTTC (Non-Skilled)
Logistics and Customer Service	Attendance Counselor
Early Equipment Management	LTTC (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 WCM 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 WCM Representative will join the WCM Central Team and also be the liaison to the Plant WCM 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 WCM 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 WCM on the shop floor in various roles, including, but not limited to, Team Leader in a model or expansion area, WCM Specialist and UAW Joint Pillar Lead. Through a standardized evaluation process, these individuals must demonstrate engagement in WCM 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 WCM 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 WCMA 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 WCM 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 WCM. 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,

FCA US LLC

By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW

By Norwood H. Jewell

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JLF

10.30.23

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10/31/23

CTO 10/30/23

2015 National Negotiations
NTC Joint Programs/ITC 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.

August 21, 2015

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10/30/23

11/30/23

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

10/30/2023
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HOURLY ADDENDUMS

FCA
FIAT CHRYSLER AUTOMOBILES

P M & 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

10-31-23
FCG

11 RD
10/31/23

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

BC LW RB BW SLF

FCA
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

10-31-23

FCA

P M & P / LMA

(M-16) Memorandum of Understanding - Supplemental Employees

M-16

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 ~~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:

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~~TPTs 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 20102023 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 layoff~~ 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 HSMO 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

FEC 10-30-23 BC JLF RB EAR BW

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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-D-VH-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-13~~ 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 ~~09/07/2023~~ 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 Eponsored 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~~ 10-31-23 BC FEG JLF TB BW

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~~In Network~~
~~Single — $300~~
~~Family — $900~~
~~Out of Network~~
~~Single — $1,200~~
~~Family — $3,100~~

~~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)(v) and Exhibit B Article III, Section 3(A)(1)(b)(vi) of the Program does not apply to the Supplemental Employees. The following co-pay rates 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.

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

10-31-23
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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, 2022wage 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, 2007shall 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.

Months of Service	Supplemental Employee Rate
Up to 12 Months	$16.78
>12 to 24 Months	$16.66 XXXX
>24 to 36 Months	$17.53XXXX
>36 to 48 Months	$18.41XXXX
>48 to 60 Months	$19.28XXXX
Maximum Rate	$19.28XXXX

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ADDENDUM

FCA
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

10/31/23
MDH

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer
TS 10/31/23 W OB

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10/31/23
HLH
10/31/23

2023 SBU Language Index

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FCA

E / O & C

(0000) Agreement Date / Union List

Agreement Date / Union List

Agreements* Entered Into on This ~~Sixteenth Day~~ xxxx Day of ~~December~~ September,
20~~19~~ 23
Between FCA US LLC
(Hereinafter referred to as the "Company")
and, as to the Engineering Agreement,
the following Local Unions
United Automobile, Aerospace
and Agricultural Implement
Workers of America

72	212	412	509	573
597	1212	1284	1302	1435
1761	1929	2149	723	

and, as to the Office and Clerical Agreement,
the following Local Unions
United Automobile, Aerospace
and Agricultural Implement
Workers of America

72	75	125	186	212	946
230	422	573	597	889	868
1086	1212	1302	1435	1649	
1761	1929	2149	2360	3039	

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

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

TJS 9/14/23 MDH TW DD (1)

JJF 9/14/23 HRM 9/14/23 (1)

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

*There are two Agreements: Engineering and Office and Clerical. Unless otherwise indicated, each provision set forth below is a provision of each of the two Agreements. Where this is not the case, the provision is set forth as it exists in each Agreement.

TS 9/14/23 MDH
TW
(2)

JJF 9/14/23
HRM 9/14/23
(2)

FCA

E / O & C

(000) Index of Units

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INDEX OF UNITS

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6. Belvidere Assembly (Local 1761)
7. Detroit Assembly Complex Jefferson (Local 412 - Unit 2)
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9. Warren Truck Assembly (Local 412 - Unit 17)
10. Arizona Proving Grounds (Local 509)
11. Kokomo Transmission (Local 1302 - Unit 1)

    Indiana Transmission I (Local 1302 - Unit 1)
    ~~Indiana Transmission II~~ Kokomo Engine Plant (Local 1302 - Unit 1)
    Tipton Transmission (Local 1302 - Unit 1)

12. Kokomo Casting (Local 1302 - Unit 4)
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14. Sterling Heights Assembly (Local 412 - Unit 51)
15. Detroit Assembly Complex Mack (Local 412 - Unit 9)
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    Manufacturing Engineering (Local 212 - Unit 77)
18. Sterling Stamping (Local 412 - Unit 7)
19. Warren Stamping (Local 412 - Unit 18)
20. Parts Division (Local 412 - Unit 23)
21. ~~Marysville Axle (Local 412 - Unit 21)~~
22. Trenton Engine Complex (Local 412 - Unit 25)
23. Dundee Engine Plant (Local 723 - Unit 17)

TS 9/14/23 MDH
TW DS
(3)

JJF 9/14/23
HR
9/14/23

OFFICE AND CLERICAL
INDEX OF UNITS

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2. Belvidere Assembly (Local 1761)
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4. Detroit Assembly Complex Jefferson (Local 889 - Unit 3)
5. Mopar Vehicle Protection (Local 889 - Unit 4)
6. Detroit Assembly Complex Mack (Local 889 - Unit 6)
7. Dallas Parts Depot (Local 2360)
8. Kokomo Transmission (Local 1302 - Unit 3)

   Indiana Transmission I (Local 1302 - Unit 3)
   ~~Indiana Transmission II~~ Kokomo Engine Plant (Local 1302 - Unit 3)
   Tipton Transmission (Local 1302 - Unit 3)

9. Kokomo Casting (Local 1302 - Unit 3)
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TB 9/14/23 MDH tw DM

(4)

JVF 9/14/23

HPM 9/14/23

FCA

E/O&C

(007) Right to Discipline

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

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ABA 10/30/23

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E/O&C

(024) Authority of Appeal Board

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

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

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

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

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

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

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(045) Medical Cases

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

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

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

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(052) Layoff Procedure

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

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

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

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

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

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

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

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

(b)--Temporary Layoff Procedure.

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

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

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

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

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

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

(e)--(i) If it becomes necessary to recall employees laid off under Subsection (b)2.(c) above prior to the date originally planned, they will be recalled in the ascending order of their seniority with the most junior such employee in the department on the affected shift and classification being recalled first.
(ii) If, after employees are laid off under Subsection (b)2.(c), it is determined in a department that the layoff will be extended for an indefinite period of time, the workforce in the

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

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

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

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

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

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

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

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

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Sterling Heights Assembly Plant and
Vehicle Process Engineering

2. It provided further that:

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

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

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

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

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(066) Leave for Good Cause

(a)--Leaves of absence for reasonable periods not to exceed one (1) year will be granted without loss of seniority for good cause, such as personal illness or accident, death or serious illness in the immediate family, pregnancy/parental leave, including leave for adoption, jury duty, National Guard or military reserve training and elective or appointive public office, and such leaves may be extended for like cause.

(b)--A leave of absence may be granted for a period not to exceed one hundred eighty (180) days if required for the purpose of traveling to a foreign country.

(c)--A leave of absence for a period not to exceed one (1) year without loss of seniority will be granted an employee with one (1) or more years of seniority in order to attend a recognized college, university, or trade or technical school full time, provided the course of instruction is related to the employee's employment opportunities with the Company. Before receiving the leave, or an extension thereof, the employee shall submit to the Company satisfactory evidence that the college, university or school has accepted him as a student, and on the expiration of each semester or other school term, shall submit proof of attendance during such term. Such leaves may be extended for additional periods not to exceed one (1) year each, provided the employee has not previously returned to work from any such leave by displacing a seniority employee.

(d)--A leave of absence without loss of seniority for the period of the employee's training will be granted an employee who accepts an invitation by the Peace Corps to enter training for service with the Peace Corps. Upon completion of the training period, the leave of absence will be extended without interruption and without loss of seniority for a period of not less than one (1) year nor more than three (3) years for service with the Peace Corps upon proper written notification to the Company by the employee. Before receiving the leave for training, or an extension for Peace Corps service, the employee shall submit to the Employment Office at the employee's plant satisfactory written evidence that the Peace Corps has invited the employee to enter training or service.

(e)--A leave of absence without loss of seniority for a period not to exceed one (1) year will be granted an employee who is elected or appointed to a full time position with the credit union chartered by a state or the federal government to service primarily FCA US LLC employees. Such a leave may be extended for additional periods not to exceed one (1) year each.

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(f)--It is understood that leaves of absence granted under this Section (66) shall be granted only where the requirements of the plant permit and replacement employees are available.

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

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

Bereavement Pay and Relationship Chart

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

(i)--An employee who returns to work on or after the date of the funeral or memorial service will not be eligible for Bereavement Pay for any subsequent absence in connection with that bereavement. In the event a member of an employee's immediate family dies and the funeral or memorial service is delayed, the employee may have the National Parties review reallocating the total excused bereavement absence from work delayed until the employee's normally scheduled working days that include the date of the funeral or memorial service.

(j)--Payment shall be made at the employee's straight-time salary rate including applicable shift premium, but exclusive of overtime and any other premiums not specifically included for any scheduled days of work for which the employee is excused (excluding Saturdays and Sundays) and submits acceptable evidence of death and established relationship.

(k)--In the event an employee is granted a leave of absence because of the illness of a member of the employee's immediate family and such family member dies within the first

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seven (7) calendar days of the leave, the requirement that the employee otherwise would have been scheduled to work will be waived.

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

(m)--In the event an employee's spouse of five (5) years or longer has predeceased his or her parent, and in the event of the death of a parent of that former spouse, the provisions of this Section will apply, provided the employee has not remarried.

(n)--Employees who are notified of a death in the immediate family and are otherwise eligible for bereavement pay during a week(s) in which they were scheduled to be, or are, on vacation, will not be charged vacation for the days, up to three (3) (or five (5) in the case of the death of an employee's current spouse, parent, child or stepchild) total, in lieu of bereavement pay which they would normally be entitled to, except for their non-work status during such vacation week(s).

(o)--Notwithstanding the provisions of this Section, when the death of an employee's: Uncle, Aunt, Sister-In-Law, Brother-In-Law, Daughter-In-Law, Son-In-Law, or Foster Parent; a seniority employee, upon request, may be excused for one (1) day to attend the funeral or memorial service. In order for the absence to be excused, the employee will be required to notify Management 48 hours prior to the scheduled funeral or memorial service and a qualified replacement must be identified and scheduled, protecting the efficiency of the operation. Additionally, the employee must submit acceptable evidence of death, established relationship and attendance at the funeral or memorial service.

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

(q)--A seniority employee who is called to and reports for jury duty (including Coroner's Juries) shall be paid for each day the employee reports for jury duty an amount equal to one-fifth (1/5th) of the employee's base weekly salary, including applicable shift premium, but exclusive of overtime and any other premiums, not specifically included on the last day worked, less the jury duty fee paid the employee by the court in which the employee serves (not including travel allowances or reimbursement of expenses), provided that payment shall be made only for those days of the workweek the employee otherwise would have been scheduled to work for the Company.

In order to receive payment under this Section, an employee must give the Company prior notice that the employee has been summoned for jury duty and must furnish satisfactory evidence that jury duty was performed on the days for which the employee claims such payment. An employee who is called to and reports for an interview or an examination to qualify the employee for selection to a jury shall be considered to have performed jury duty and shall qualify for jury duty pay if otherwise eligible as provided herein.

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

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

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

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

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(071) Holiday Provisions

(a)--The holidays are designated as:

November 1~~1~~0, 20~~19~~23	Veterans Day
November 2~~8~~3, 20~~19~~23	Thanksgiving Day
November 2~~9~~4, 20~~19~~23	Day after Thanksgiving
December 2~~5~~5, 20~~19~~23	Christmas Holiday Period
December 2~~6~~6, 20~~19~~23	Christmas Holiday Period
December 2~~7~~7, 20~~19~~23	Christmas Holiday Period
December 2~~8~~8, 20~~19~~23	Christmas Holiday Period
December 2~~9~~9, 20~~19~~23	Christmas Holiday Period
~~December 30, 2019~~	~~Christmas Holiday Period~~
~~December 31, 2019~~	~~Christmas Holiday Period~~
January 1, 202~~0~~4	Christmas Holiday Period
January ~~20~~15, 202~~0~~4	Martin Luther King, Jr. Day
~~April 10, 2020~~March 29 2024	Good Friday
~~April 13, 2020~~April 1, 2024	Day after Easter
May 2~~6~~7, 202~~0~~4	Memorial Day
June 19, 2024	Juneteenth
~~July 3, 2020~~July 4, 2024	Independence Day ~~(observed)~~
July 5, 2024	Friday After Independence Day
September ~~7~~2, 202~~0~~4	Labor Day
November ~~3, 2020~~5, 2024	Federal Election Day
November 11, 202~~0~~4	Veterans Day
November 2~~6~~8, 202~~0~~4	Thanksgiving Day
November 2~~7~~9, 202~~0~~4	Day after Thanksgiving
December 2~~4~~3, 202~~0~~4	Christmas Holiday Period
December 2~~5~~4, 202~~0~~4	Christmas Holiday Period
December 2~~6~~5, 202~~0~~4	Christmas Holiday Period
December 2~~9~~6, 202~~0~~4	Christmas Holiday Period
December ~~30~~27, 202~~0~~4	Christmas Holiday Period
December 30, 2024	Christmas Holiday Period
December 31, 202~~0~~4	Christmas Holiday Period
January 1, 202~~1~~5	Christmas Holiday Period
January ~~18, 2021~~20, 2025	Martin Luther King, Jr. Day
April ~~2, 2021~~18, 2025	Good Friday
April ~~5, 2021~~21, 2025	Day after Easter

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May 31, 202126, 2025	Memorial Day
June 19, 2025	Juneteenth
July 5, 20214, 2025	Independence Day (observed)
September 6, 20211, 2025	Labor Day
November 11, 20215	Veterans Day
November 25, 202127, 2025	Thanksgiving Day
November 26, 202128, 2025	Day after Thanksgiving
December 24, 20215	Christmas Holiday Period
December 27, 202125, 2025	Christmas Holiday Period
December 28, 202126, 2025	Christmas Holiday Period
December 29, 20215	Christmas Holiday Period
December 30, 20215	Christmas Holiday Period
December 31, 20215	Christmas Holiday Period
January 1, 2026	Christmas Holiday Period
January 2, 2026	Christmas Holiday Period
January 17, 20229, 2026	Martin Luther King, Jr. Day
April 15, 20223, 2026	Good Friday
April 18, 20226, 2026	Day after Easter
May 30, 202225, 2026	Memorial Day
June 19, 2026	Juneteenth
July 4, 20223, 2026	Independence Day (Observed)
September 5, 20227, 2026	Labor Day
November 8, 20223, 2026	Federal Election Day
November 11, 20226	Veterans Day
November 24, 20226, 2026	Thanksgiving Day
November 25, 20227, 2026	Day after Thanksgiving
December 26, 20224, 2026	Christmas Holiday Period
December 27, 20225, 2026	Christmas Holiday Period
December 28, 20226	Christmas Holiday Period
December 29, 20226	Christmas Holiday Period
December 30, 20226	Christmas Holiday Period
December 31, 2026	Christmas Holiday Period
January 2, 20231, 2027	Christmas Holiday Period (observed)
January 16, 20238, 2027	Martin Luther King, Jr. Day
April 7, 2023March 26, 2027	Good Friday
April 10, 2023March 29, 2027	Day after Easter
May 29, 202331, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 3, 2023	Independence Day (Monday before Independence Day)
July 4, 20235, 2027	Independence Day (observed)
September 4, 20236, 2027	Labor Day
November 11, 2027	Veterans Day
November 25, 2027	Thanksgiving Day
November 26, 2027	Day After Thanksgiving
December 24, 2027	Christmas Holiday Period
December 27, 2027	Christmas Holiday Period
December 28, 2027	Christmas Holiday Period
December 29, 2027	Christmas Holiday Period
December 30, 2027	Christmas Holiday Period

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December 31, 2027	Christmas Holiday Period
January 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day After Easter

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

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

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

(e)--Employees on the active roll on the holiday who received regular salary for the day preceding or for the day following the holiday or received regular salary for the day preceding or the day following the day the Company designates in lieu of such holiday or return to work from layoff or an approved leave of absence on the Tuesday immediately following a Monday holiday, will receive their regular salary for such day if they otherwise were available and scheduled to work on such observed or designated day.

(f)--Employees will be called in to work only in emergencies on the following days which are not paid holidays under this Agreement:
Saturday, December ~~21, 2019~~23, 2023
Sunday, December ~~22, 2019~~24, 2023
Saturday, December ~~28, 2019~~30, 2023
Sunday, December ~~29, 2019~~ 31, 2023
Saturday, December ~~26, 2020~~21, 2024
Sunday, December ~~27, 2020~~ 22, 2024
Saturday, ~~January 2, 2021~~December 28, 2024
Sunday, ~~January 3, 2021~~ December 29, 2024
Saturday, December ~~25, 2021~~27, 2025
Sunday, December ~~26, 2021~~28, 2025
Saturday, January ~~1, 2022~~3, 2026
Sunday, January ~~2, 2022~~4, 2026
Saturday, December ~~24, 2022~~26, 2026
Sunday, December ~~25, 2022~~27, 2026
Saturday, ~~December 31, 2022~~January 2, 2027
Sunday, January ~~1, 2023~~3, 2027
Saturday, December 25, 2027
Sunday, December 26, 2027
Saturday, January 1, 2028
Sunday, January 2, 2028

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

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

(g)--In applying the provisions of this Section, when a holiday occurs on a Saturday or Sunday, and the Company does not designate a day in lieu of such holiday, employees shall be granted a compensatory day off without loss of pay at such times during the following twelve (12) months considering the wishes of both Management, the employee, and the efficient operation of the department concerned.

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The compensatory day to be granted such employee shall be designated within sixty (60) days of the holiday.

In those situations involving the separation of employees, the following shall apply: (i) where there is sufficient advance notice of separation for reasons of layoff, retirement, military service, approved leave of absence or resignation, and the employees have not taken the compensatory day(s) for which they are then eligible, they will be granted such day(s) on or before their last day worked; (ii) where employees are separated due to the expiration of salary continuation, death or discharge, they will be paid any unused compensatory day(s) for which they are then eligible by extending the pay-through date by the number of such days.

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(075) Eligibility

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

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

Continuous Service on December 31 of the year during which the vacation credit is earned	**Vacation**
Up to 3 years.....	1 working day of vacation for each month of credit up to a maximum of 10 working days of vacation.
3 years but less than 5 years.....	1 1/4 working days of vacation for each month of credit up to a maximum of 12 1/2 working days of vacation.
5 years but less than 10 years.....	1 1/2 working days of vacation for each month of credit up to a maximum of 15 working days of vacation.
10 years but less than 15 years.....	1 3/4 working days of vacation for each month of credit up to a maximum of 17 1/2 working days of vacation.
15 years but less than 20 years.....	2 working days of vacation for each month of credit up to a maximum of 20 working days of vacation.
20 or more years.....	2 1/2 working days of vacation for each month of credit up to a maximum of 25 working days of vacation.

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(b)--Credit will be earned only for those months in which an employee works at least five (5) work days. If an employee who works five (5) work days in each of less than ten (10) months is entitled to a fraction of a day of vacation, he may take one half day of vacation if the fraction is one quarter (1/4) day or one half (1/2) day; or he may take a full day of vacation if the fraction is three quarters (3/4) of a day. Time spent on a scheduled vacation or on jury duty as prescribed in Section (66)(q) while on the active roll or on short-term military duty will be considered as time worked for the purpose of computing vacation credits. Time spent on a disability absence for which an employee receives Salary Continuation or disability absence due to a compensable injury or legal occupational disease will be considered time worked for the purpose of computing vacation credits, provided the employee works during the calendar year in which such credit is earned.

(c)--(i) If, as of December 31 of the year during which the vacation credit is earned, an employee who was hired during such year had (a) at least three (3) months continuous service and (b) worked at least three (3) months but earned less than five (5) working days of vacation, he shall be eligible in the year in which vacation is taken for the number of non-accrued vacation days sufficient to bring his total vacation days both earned and non-accrued to five (5) working days.

(ii) If a laid off seniority employee is reinstated during the year in which the vacation credit is earned and works at least three (3) months (whether continuous or not) but earns less than five (5) working days vacation as of December 31, such employee shall be eligible in the year that vacation is taken for that number of non-accrued vacation days sufficient to bring the total number of his vacation days to five (5) working days less the number of vacation days that were accrued during the year and for which he was paid at time of layoff.

(d)--Non-accrued vacation days granted employees pursuant to Subsection (c) shall be used only after all earned vacation for the year has been used. Unused, non-accrued vacation days shall be forfeited if not taken in the vacation year at time of separation irrespective of the reasons for the separation. No employee shall be entitled to non-accrued vacation days prior to completing six (6) months of continuous service.

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(076) Vacation Period

(a)--Vacations will be granted at such times during the year as are suitable, considering both the wishes of employees and efficient operation of the department concerned. Prior to March 1 of each year, employees of each plant or office may request the period during which they wish to take a vacation. If the number of employees who select a particular vacation period exceeds the number who can be released without affecting the efficient operation of the department concerned, the employees whose vacation requests are granted will be selected according to seniority or by any other method mutually agreed upon by the parties. Upon request, the Unit Chairman may review the vacation schedules with the designated representative of Management. Temporary employees may be utilized by Management as vacation replacements.

(b)--Provided there is no effect on the efficiencies of the operation and the request does not adversely impact the vacation schedules of other employees, vacation scheduling in incremental portions of less than five (5) day increments will be permitted.

(c)--When a holiday is observed by the Company on a day during the Monday through Friday workweek, or a day is designated during the Monday through Friday workweek by the Company in lieu of holiday and such day occurs during a scheduled vacation, the vacation will be advanced or extended one day continuous with the vacation.

(d)--A vacation (other than as noted in Subsections (e) and (f) below) may not be postponed from one year to another and made cumulative but will be forfeited unless completed during each calendar year. An employee who is on a Disability Absence for a complete calendar year, and who returns to work in the year following a year of Disability Absence, shall be entitled, in accordance with Subsection (78) (d), to the number of days of vacation he earned in the year immediately prior to his year of disability, provided he has not used or received pay for such vacation days.

(e)--An employee who is on Salary Continuation on December 31 of the calendar year but has not taken all of that year's earned vacation, shall be allowed to postpone up to a maximum of five (5) days earned vacation which must be used by December 31 of the next calendar year and is not subject to the provisions of (f) below.

(f) --An employee whose work schedule precludes taking earned vacation in the current year for such business related reasons as product launch or year end closing will be allowed to postpone up to a maximum of ten (10) days earned vacation subject to the following conditions: (i) Management must agree to such postponement, (ii) the request

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does not adversely impact the efficient operation of the department or the vacation schedules of other employees, (iii) any postponed vacation must be used by the end of the fourth quarter of the next calendar year or be forfeited. Additionally, an employee may elect to be paid out a maximum of five (5) of the postponed days in any increments of one day. For example, an employee has nine (9) vacation days approved for postponement and chooses to be paid out four (4) of the days.

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

(h)--No allowance will be made for sickness or other incapacity occurring during vacation except that an employee prior to the first day of his scheduled vacation who is on a Disability Absence, as defined in Section (82), or who, during his vacation, is hospitalized for one or more full weeks, may, upon his return to work and upon presentation of due proof of hospitalization or Disability Absence as required under Section (86), reschedule during the current calendar year the number of days of vacation on which he was on a Disability Absence or was hospitalized; provided, further, the rescheduling of such days of vacation does not require the rescheduling of any other employee's vacation and does not adversely affect the efficient operations of the department concerned.

(i)--Employees who have postponed vacation in accordance with the provisions of this Section, in the event of layoff, transfer or termination, shall receive payment of unused postponed vacation in accordance with the provisions of Section (78).

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(099) Termination and Modification

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

(a)--If either party desires to modify, amend or terminate this Agreement, it shall, sixty (60) days prior to ~~September 14, 2023~~April 30, 2028, give written notice of its intention as provided in Section (100). Notice to modify or amend shall set forth the nature of the changes desired. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any of the other terms of this Agreement. The giving by either party of such a notice to modify, amend or terminate shall terminate this Agreement at 11:59 P.M., ~~September 14, 2023~~April 30, 2028.

(b)--If neither party gives a notice to modify, amend or terminate as provided in Subsection (a), or if each party giving a notice to modify, amend or terminate withdraws such notice prior to 11:59 P.M., ~~September 14, 2023~~April 30, 2028, this Agreement shall continue in effect from year to year thereafter subject to sixty (60) days' written notice by either party to modify, amend or terminate this Agreement as provided herein prior to ~~September 14~~April 30 of any subsequent year.

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

SALARY GRADES AND PROGRESSION APPLICATION SUPPLEMENT

This Memorandum of Understanding supplements the current National Office and Clerical and National Engineering Agreements between FCA US LLC and the INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), and certain of its Local Unions as follows:

(1) Salary Grade Systems

Salary grades are numbered in a consecutive series for all classifications. Automatic Progression increases have been provided for all grades.

~~**(2) Progression**~~

~~Employees from minimum of the wage range, but less than the maximum weekly wage, will receive a wage progression increase amount of 3% annually on the anniversary of the employee's corporate service date once the employee has earned twelve (12) months of credited service since his last increase, provided it does not exceed the maximum weekly wage for that salaried grade. Employees within three percent (3%) of the maximum salary rate will be eligible for a combination increase and lump sum payment totaling three percent (3%). Employees who have received either a Phase-up or a Promotional increase during the eligibility year are not eligible for a wage progression increase. For the purpose of computing progression increases, credit will be earned only for those months in which an employee works the majority of workdays in the month. Days worked will include regular vacations and all days actually worked in the Monday through Friday workweek. Overtime days for which Salary Continuation payments are made, or other absence will not be considered as days worked.~~

(32) New Hires

An employee will be hired at the minimum of his classification unless Management determines that an employee's qualifications and experience warrant a higher salary. For New Hire progression purposes, Letter 236 Salaried Bargaining Unit New Hire Plan shall apply.

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(34) Transfers--Intra-Plant

An employee transferred within a plant or office in the same bargaining unit or under the provisions of the Group Layoff Procedure regarding the placement of certain laid off Engineering employees will be transferred in accordance with the following provisions:

(a)--Within the same grade. An employee transferred from one classification to another classification in the same grade will be transferred at the employee's current salary. ~~and all credited time accrued in that grade will be applied for progression within the progression range.~~

(b)--To a higher grade. (i)--An employee promoted from one grade to a higher grade will be paid not less than the minimum of the higher grade. If such increase is less than four percent (4%) for an employee promoted to grades 2 through 8, the employee's salary will be increased to provide at least a four percent (4%) increase. If such increase is less than five percent (5%) for an employee promoted to grades 9 through 18, the employee's salary will be increased to provide at least a five percent (5%) increase. Notwithstanding any of the foregoing, in no case will the employee's salary be increased above the maximum for the grade to which the employee is promoted. ~~The employee will begin a new progression period effective with the date of transfer.~~

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

(i) The provisions of Section (4)(b) are applicable only to an employee's initial promotion to a higher grade. Accordingly, Section (4)(b) is not applicable to an employee who, as the consequence of a reduction in workforce, is transferred from one grade to a lower grade and who is subsequently transferred either to a higher grade lower than the highest grade previously held or to the highest grade previously held provided the time lapse between the transfer to a lower grade and the transfer to the higher grade does not exceed five (5) years. In such a case the employee's salary is to be determined with reference to the applicable Sections excluding Section (4)(b).

(ii)--A salary increase calculated as provided in Section (4)(b) will also be applicable to an employee who is reclassified from a classification in one grade to a classification in grades 2 through 18 as the result of a determination that the work performed by the employee warrants the application of such higher classification.

If Management determines that an employee's qualifications and experience warrant a salary higher than the salary resulting from the application of Section (4)(b)(i) above, they may at their discretion increase the employee to a higher salary in the new grade.

(iii)--Temporary transfer. When an employee is assigned for a temporary period to a job which is classified on a higher salary grade than the employee's regularly assigned job and such temporary assignment exceeds one (1) week, the following provisions shall be applicable:

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

(2)--An employee so transferred will be advised in advance of the temporary nature of such assignments and will be reclassified to the higher classification and grade, and the

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employee's salary rate shall be adjusted in accordance with Section (4)(b)(i) of the Salary Grades and Progression Application Supplement.

(3)--An employee who is transferred to a temporary position which is on a higher grade and who within one hundred twenty (120) days of such transfer is transferred again to the grade from which the employee was transferred shall, upon transfer to such lower grade, receive the same salary the employee received in the lower grade immediately prior to the employee's transfer. ~~If an employee is eligible for additional progression increases, upon transfer to the lower grade, the time spent in the higher grade will be credited toward completion of the required credited time toward the next progression increase in the lower grade.~~

(4)--An employee who is transferred to a temporary position and who exceeds one hundred twenty (120) days on such job and is then transferred to a lower grade shall have the employee's rate determined in accordance with Section (4)(c), to a Lower Grade, of the Salary Grades and Progression Application Supplement.

(c)--To a lower grade. An employee transferred from one grade to a lower grade will be transferred:

1. At the same salary if the employee's current salary falls within the ~~progression or merit~~ range of the lower grade, ~~and a new progression period begins effective with the date of transfer.~~

2. To the maximum salary of the lower grade if the employee's current salary exceeds the maximum.

3. An employee who is transferred to a higher grade and, at the employee's own request, is transferred again to the grade and classification from which the employee was promoted, shall receive the same salary earned in the lower grade immediately prior to promotion and the time and salary on the higher grade shall not be used for subsequent transfer and salary determination.

4. An employee who is transferred to a higher grade and classification and who, within six (6) months of such transfer, is transferred again to the grade and classification from which the employee was promoted due to the employee's inability to satisfactorily perform the work of the higher grade, shall, upon transfer to such lower grade and classification, receive the same salary the employee earned in the lower grade immediately prior to his promotion and the time and salary on the higher grade shall not be used for subsequent transfer and salary. ~~If the employee is eligible for additional progression increases, upon transfer to the lower grade, the time spent in the higher grade will be credited toward completion of the required credited time toward the next progression increase in the lower grade.~~

(d)--To a higher grade previously held. An employee transferred to a higher grade previously held by the employee shall be transferred either at the same salary earned when previously on the higher grade, or at the employee's present salary rate, whichever is higher, ~~and shall receive credit for time accrued toward the next progression increase that the employee earned when previously employed on the higher grade.~~ provided the employee was actively employed on the higher grade within the past five (5) years.

(e)--To a higher grade lower than the highest grade previously held. An employee transferred to a higher grade which is lower than the highest grade previously held by the employee in the past five (5) years shall be transferred at the salary earned when previously

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employed on the highest grade, but not to exceed the maximum of the new grade, or at the employee's present salary, whichever is higher, but the employee will not be credited with any accrued progression time.

(f)--To a grade higher than any grade previously held. An employee transferred to a grade higher than any grade previously held shall be transferred in accordance with Section (4)(b), Transfers--Intra-Plant. The salary to be used in calculating the new rate shall be the higher of either the employee's present salary or a salary determined in accordance with the salary earned in the highest grade previously held, provided the employee was actively employed on that grade within the past five (5) years.

(g)--Reinstatement from layoff. An employee reinstated from layoff, either hourly or salary, at a plant or office or bargaining unit from which the employee was previously laid off, shall be paid a salary determined in accordance with Section (4), Transfers--Intra-Plant. An employee recalled from layoff to the same classification and job at a plant or office or bargaining unit from which the employee was previously laid off shall have the employee's salary at time of recall determined in accordance with the salary earned when previously employed on the classification and job, provided the employee was actively employed on the classification and job within the past five (5) years. If the employee has not been actively employed on the classification and job within the past five (5) years the employee's salary shall be determined in accordance with Paragraphs (a), (b) or (c) of Section (5), Transfers and Placements--Inter-Plant.

(54) Transfers and Placements--Inter-Plant

An employee transferred from one plant or office to another plant or office or from one bargaining unit to another bargaining unit [except, (a) those employees transferred with their operations under the provisions of the National Agreement, (b) employees transferred under the provisions of the Group Layoff Procedure regarding the placement of certain laid off Engineering employees, (c) employees laid off from one plant, office or bargaining unit and hired or subsequently reclassified at another plant, office or bargaining unit on a same classification which they held in the past five (5) years at the former plant, office or bargaining unit, or (d) employees recalled to their former plant, office or bargaining unit in line with their seniority will have their salary determined in accordance with Section (4), Transfers--Intra-Plant or an employee laid off from one plant or office and hired at another plant or office or laid off from one bargaining unit and hired at another bargaining unit, shall be transferred or hired in accordance with the following provisions:

(a)--An employee whose salary at the time of transfer or layoff was less than max ~~the top progression~~ rate for the new grade shall be paid a salary determined in accordance with the foregoing provisions of Section (4), Transfers--Intra-Plant.

~~**(b)--**The salary of an employee whose salary at the time of transfer or layoff was in excess of the max top progression rate and not in excess of the midpoint of the new grade shall receive the employee's present salary.~~

~~**(bc)--**An employee whose salary at time of transfer or layoff was in excess of the midpoint of the salary range of the grade to which the employee is being transferred or reinstated shall be reduced to not less than the midpoint, unless the top progression rate exceeds the midpoint in which event the employee shall be paid either the employee's current salary, if it is at or below the top progression rate, or not less than the top progression rate if the employee's current salary is above the top progression rate. A salary above the midpoint of the grade may be authorized where Management determines that the~~

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~~employee's qualifications and experience warrant a higher salary. In no case shall an employee be paid a salary in excess of the maximum salary for the grade.~~

(b~~d~~)--**To a higher grade previously held.** The salary earned by an employee when previously employed in the higher grade shall be used in determining the appropriate salary upon transfer or hire from layoff under the provisions of Paragraphs (a)~~, (b) or (c)~~ above, provided the employee was actively employed on the grade within the past five (5) years.

(c~~e~~)--**To a grade higher than any grade previously held.** The salary earned by an employee in the highest grade previously held shall be used in determining the appropriate salary upon reclassification or hire from layoff under the provisions of Paragraphs (a)~~, (b) or (c)~~ above, provided the employee was actively employed on the grade within the past five (5) years.

(f~~d~~)--**To a higher grade which is lower than the highest grade previously held.** The salary earned by an employee when previously employed in the highest grade shall be used in determining the appropriate salary upon reclassification or hire from layoff under the provisions of Paragraphs (a)~~, (b) or (c)~~ above, provided the employee was actively employed on the highest grade within the past five (5) years.

~~(g~~e)--**Subsequent reclassification to a higher grade which is lower than the highest grade previously held.** An employee who is reclassified, subsequent to initial entry at a plant or office, to a higher grade which is lower than the highest grade previously held at a former plant or office shall be paid a salary determined in accordance with Paragraphs (a)~~, (b) or (c)~~ above, provided the employee was actively employed on the highest grade within the past five (5) years.

(~~h~~f)--**Reinstatement from layoff**. An employee reinstated from layoff, either hourly or salary, at a plant or office or bargaining unit other than the one from which the employee was laid off shall be paid a salary determined in accordance with Paragraphs (a)~~, (b) or (c)~~ above.

(5~~6~~) New Career Fields and Transfers from Hourly to Salary

(a)--If an employee transfers to a classification which would represent a new career field for the employee and such transfer results in a rate of pay in excess of that of employees who are on the classification to which the employee is transferring, then, notwithstanding Sections (3), (4), and (5)(b) ~~Sections (4), (5), and (6)(b)~~ of this Supplement, if the effectuation of such a transfer depends solely on the rate of pay the employee will receive, Management and the Union may agree to transfer the employee at a rate of pay lower than the employee's current rate. For purposes of this Section (6)(a), transfers from hourly to salary may be considered as transfers to a new career field and Management may apply the provisions in this Section (6)(a) in establishing the employee's new salary rate.

(b)--The equivalent base salary of an employee transferred from hourly to bi-weekly salary status will be determined by multiplying the employee's base hourly rate, exclusive of any premiums, by forty (40) (number of hours in a workweek). The equivalent base weekly salary, thus determined, shall be used to establish the employee's salary at time of transfer in accordance with Section (6)(a) above, or with Section (5), Transfer and Placements--Inter-Plant, whether the transfer is Inter-Plant or Intra-Plant. The salary conversion of the maximum base rate of the hourly classification shall be used to determine if an employee is transferring to a higher, same, or lower grade.

~~(7) Effective Date of Progression Increases~~

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~~Progression increases for all eligible salaried bargaining unit employees become effective on the Monday following the anniversary of the employee's corporate service date. unless otherwise the anniversary falls on a Monday in which case it will be effective on such date,the first regularly scheduled working day of the bi-weekly pay period beginning nearest to the first of the month as set forth in the attached table.~~

(86) Salary Earned in a Prior Grade

Whenever there is reference in this Supplement to a salary earned in a prior grade it will be presumed to include any general increase, or special adjustments which became effective since the last date the employee involved earned the former salary on the prior grade.

Very truly yours,
FCA US LLC

Accepted and Approved:
INTERNATIONAL UNION, UAW

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(M-07) MOU Special Arbitration Program

M-7

MEMORANDUM OF UNDERSTANDING
REGARDING THE SPECIAL
ARBITRATION PROGRAM

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

THEREFORE, it is agreed as follows:

Selection of Arbitrators

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

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

Guidelines

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

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

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

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

Conduct of Hearing

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

(a) The hearing will be informal.

(b) No briefs will be filed or transcripts made.

(c) There will be no formal rules of evidence.

(d) In the interest of narrowing the issues in dispute and to preclude the introduction of new evidence or information not previously brought to the attention of either party the parties shall (i) meet at least twenty-four (24) hours prior to the scheduled hearing to exchange the names of witnesses to be called, citations to be used in connection with the hearing and review the respective positions of the parties, and (ii) jointly prepare and present to the arbitrator at the beginning of the hearing a stipulation of those facts which are not in dispute.

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

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

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arbitrator shall assure a fair and complete hearing.

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

Format of the Hearing

The format of each hearing shall be as follows:

(a) Introductory remarks by the Company and Union setting forth their respective positions.

(b) Presentation of testimony by witnesses through direct and cross examination.

(c) Questions or call of witnesses by the arbitrator.

(d) Short summation by the parties.

The Decision

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

Reference to Agreement

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

Authority

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

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

FCA GROUP LLC
By ~~Glenn Shagena~~ Christopher Fields

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

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(M-08) MOU Salary Classification and Grade Supplement

M-8
SALARY CLASSIFICATION AND GRADE SUPPLEMENT

This Memorandum of Understanding supplements the National Office, Clerical and Engineering Agreement between FCA US LLC (The Company) and the INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), and certain of its Local Unions dated ~~December 16, 2019~~September xx, 2023.

1. Apprentice Salary Schedule - Transfer Salaries

Classification No. 62000 - Apprentice - Tool Designer, and
Classification No. 63000 - Apprentice - Die Designer, and
Classification No. 66000 - Apprentice - Tool & Die Designer, and
Classification No. 63800 - Apprentice - Wood Model Maker, and
Classification No. 63900 - Apprentice - Plastic Model Maker, and
Classification No. 64000 - Apprentice - Die Model Making, and
Classification No. 65000 - Apprentice - Metal Model Body Builder

An employee transferring to a salaried apprentice classification shall be paid the salary of the classification held immediately prior to transferring to the apprentice classification or at the following salary:

Effective: October 12, 2011	$1,125.60
Effective: September 17, 2012	$1,125.60
Effective: September 16, 2013	$1,125.60
Effective: September 15, 2014	$1,125.60

whichever is lower, provided, however, that in no event will the starting salary be lower than the following:

Effective: October 12, 2011	$1,114.00
Effective: September 17, 2012	$1,114.00
Effective: September 16, 2013	$1,114.00
Effective: September 15, 2014	$1,114.00

and shall be paid that salary until the beginning of the first pay period following the pay period in which the employee shall be entitled to a higher rate according to the salary schedule for the employee's apprenticeship classification and, thereafter, the employee shall be paid according to this salary schedule.

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2. Apprentice Salary Schedule - Stamping & Assembly Division

Classification No. 62000 - Apprentice - Tool Designer and
Classification No. 63000 - Apprentice - Die Designer, and
Classification No. 66000 - Apprentice - Tool & Die Designer

The attached schedule is applicable only to apprentices on the above classifications and are based on the date of hire on the apprentice classification.
At the time of graduation, such apprentices will be paid the Graduation Rate in accordance with the applicable schedule effective date.

Apprentices on course on or after the effective date of this Agreement who are receiving the salary of the classification they held immediately prior to entering into apprenticeship shall be paid the new salary of the classification they held immediately prior to entering into apprenticeship until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

Apprentices on course on or after the effective date of this Agreement who are receiving a salary adjusted in accordance with Section (1) of the Salary Classification and Grade Supplement shall be paid the salary adjusted in accordance with Section (1) effective date until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

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APPRENTICE SALARY SCHEDULE — STAMPING AND ASSEMBLY DIVISION
CLASSIFICATION NO. 62000 — APPRENTICE - TOOL DESIGNER, AND
CLASSIFICATION NO. 63000 — APPRENTICE - DIE DESIGNER, AND
CLASSIFICATION NO. 66000 — APPRENTICE - TOOL & DIE DESIGNER

Effective 10/29/2007 **Apprentice Classifications 62000, 63000 and 66000**

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66
4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15
Base Salary		$1,334.60
Graduation		$1,334.60

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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66
4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15
Base Salary		$1,334.60
Graduation		$1,334.60

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

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66
4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15
Base Salary		$1,323.32
Graduation		$1,334.60

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Effective 9/20/2010 **Apprentice Classifications 62000, 63000 and 66000**

No. of Hours	% of Base Salary	Hired on or after 10/21/11 Apprentice Salary
0 to 1000	65%	$860.16
1001 to 2000	70%	926.32
2001 to 3000	75%	992.49
3001 to 4000	80%	1,058.66
4001 to 5000	85%	1,124.82
5001 to 6000	90%	1,190.99
6001 to 8000	95%	1,257.15
Base Salary		$1,323.32
Graduation		$1,334.60

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3. Apprentice Salary Schedules - Apprentice Wood Model Maker Classification No. 63800, Engineering Office Classification No. 64000, Apprentice - Die Model Making and Classification No. 65000, Apprentice - Metal Model Body Builder

The attached schedules are applicable to apprentices on the above classifications and are based on the date of hire on the apprentice classification.

At the time of graduation, such apprentices will be paid the Base Salary in accordance with the applicable schedule effective date.

Apprentices on course on or after the effective date of this Agreement who are receiving the salary of the classification they held immediately prior to entering into apprenticeship shall be paid the new salary of the classification they held immediately prior to entering into apprenticeship until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

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Apprentices on course on or after the effective date of this Agreement who are receiving a salary adjusted in accordance with Section (1) of the Salary Classification and Grade Supplement shall be paid the salary adjusted in accordance with Section (1) effective date until the beginning of the first pay period in which they would be entitled to a higher salary according to the Apprentice Salary Schedule. Thereafter, they shall be paid according to the applicable schedule, including Add-On if applicable.

APPRENTICE SALARY SCHEDULE —
ENGINEERING OFFICE
CLASSIFICATION NO. 63800
APPRENTICE - WOOD MODEL MAKER
CLASSIFICATION NO. 64000
APPRENTICE - DIE MODEL MAKING, AND
CLASSIFICATION NO. 65000
APPRENTICE - METAL MODEL BODY BUILDER

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

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

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

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

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

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

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

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

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Effective 10/29/2007 Apprentice Classifications 63900

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

Effective 9/15/2008 Apprentice Classifications 63900

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

Effective 9/14/2009 Apprentice Classifications 63900

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

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Effective 9/20/2010 Apprentice Classifications 63900

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

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~~4. Hiring Salaries – New Hires – Registered Occupational Health Nurses~~

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~~In establishing salaries offered and paid to newly hired Registered Occupational Health Nurses, the Company intends to take into account such factors as labor market conditions, type and extent of previous nursing experience, level of academic achievement, and relation of the salary offer to salaries being paid to on-roll Registered Occupational Health Nurses. Under normal circumstances and to the extent reasonably practicable and if the present labor market conditions continue, the following guidelines will be applied:~~

1. ~~Registered Occupational Health Nurses with less than two (2) years of nursing service normally will be offered a salary 21.8% over the minimum of the grade.~~
2. ~~Registered Occupational Health Nurses with two (2) or more years of nursing experience will be offered a salary not less than 21.8% over the minimum of the grade.~~

~~5~~4. Promotional Increase Exceptions - On-Roll Employees

During the course of 1976, 1979, 1982, 1985, 1988, 1990 and 1993 National Negotiations, the Company and the Union agreed to reduced minimums for the Clerical-Engineering-Technical 18-Grade structure. In conjunction with the reduced minimums, special provisions were established whereby employees on the roll at the time of such agreements shall have the existing minimums (appropriately updated) available to them upon future promotion(s) as follows:

a. Employees on Roll Prior to November 22, 1976

"In the case of promotion, employees on roll prior to November 22, 1976, receive a base salary not less than 11.1% above the minimum of the promotional grade under the salary structures set forth in the National Agreements."

b. Employees Hired on November 22, 1976, Through November 18, 1979

"Employees covered by the 1979 National Office and Clerical and Engineering Agreements who were placed on the roll between November 22, 1976, and November 18, 1979, who are promoted to higher grades under the salary structures in effect under the 1979 National Agreements shall receive a base salary not less than the specified amount of the promotional grade as indicated."

c. Employees Hired on November 19, 1979, Through December 12, 1982

Employees covered by the 1982 Office and Clerical and Engineering Agreements who were placed on the roll November 19, 1979, through December 12, 1982, and who are promoted to higher grades under the salary structures in effect under the 1982 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified."

d. Employees Hired on December 13, 1982, Through October 27, 1985

Employees covered by the 1983 Office and Clerical and Engineering Agreements who were placed on the roll December 13, 1982, through October 27, 1985, and who are promoted to higher grades under the salary structures in effect under the 1985 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

e. Employees Hired on October 28, 1985, Through May 22, 1988

Employees covered by the 1988 Office and Clerical and Engineering Agreements who were placed on the roll October 28, 1985, through May 22, 1988, and who are promoted to higher grades under the salary structures in effect under the 1988 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

f. Employees Hired on May 23, 1988 Through September 16, 1990

Employees covered by the 1990 Office and Clerical and Engineering Agreements who were placed on roll May 23, 1988 through September 16, 1990 and who are promoted to higher grades under the

salary structure in effect under the 1990 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

g. Employees Hired On September 17, 1990 Through September 19, 1993

Employees covered by the 1993 Office and Clerical and Engineering Agreements who were placed on roll September 17, 1990 through September 19, 1993 and who are promoted to higher grades under the salary structure in effect under the 1993 Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount of the promotional grade as specified.

The attached chart reflects the foregoing minimums appropriately updated and are to be applied in the case of promotional increases based on the employee's latest hire date.

Employees who were placed on the roll during the periods indicated below and who are promoted to higher grades under the salary structure in effect under the Office and Clerical and Engineering Agreements shall receive a base salary not less than the amount specified of the promotional grade as indicated below:

Employees Promoted Between 10/29/2007 and 09/14/2011

Sal.	Hired Prior Thru 11-22-76	Hired on 11-22-76 Thru 11-19-79	Hired on 11-19-79 Thru 12-12-82	Hired on 12-13-82 Thru 10-27-85	Hired on 10-28-85 Thru 5-22-88	Hired on 5-23-88 Thru 9-16-90	Hired on 9-17-90 Thru 9-19-93
2	$1,092.87	$1,058.66	$1,041.16	$1,007.43	$964.79	$926.67	$877.91
3	1,100.23	1,065.33	1,047.34	1,013.83	969.38	931.10	881.73
4	1,111.73	1,075.48	1,055.46	1,012.83	977.08	938.47	
5	1,134.07	1,093.67	1,072.55	1,034.87	991.62	959.18	
6	1,145.00	1,101.38	1,078.57	1,040.11	996.39	970.43	
7	1,151.21	1,106.18	1,081.74	1,042.93	997.15	977.70	
8	1,156.79	1,110.60	1,085.01	1,045.77	999.97	987.02	
9	1,183.07	1,134.15	1,106.39	1,064.45	1,018.47	1,011.98	
10	1,189.57	1,140.02	1,110.00	1,067.54	1,021.66	1,021.56	
11	1,219.87	1,167.34	1,137.54	1,088.61	1,044.96	1,044.96	
12	1,238.84	1,179.79	1,150.27	1,098.19	1,054.61	1,054.61	
13	1,269.05	1,206.63	1,178.33	1,120.72	1,075.89	1,075.89	
14	1,289.80	1,230.34	1,202.98	1,142.62	1,095.88	1,095.88	
15	1,301.93	1,241.23	1,213.16	1,151.81	1,103.66	1,103.66	
16	1,343.29	1,278.43	1,253.24	1,187.88	1,141.44	1,141.44	
17	1,369.98	1,302.49	1,277.22	1,209.49	1,165.27	1,165.27	
18	1,438.60	1,364.20	1,342.85	1,268.52	1,225.18	1,225.18	

65. Overlapping Salary Ranges

The Company and the Union agree that neither party, in any arbitration proceeding involving the correctness of the classification of an employee, shall argue as the basis of their respective positions that the salary of an employee in the overlap portion of the classification salary range should be determinative of the correctness or incorrectness of the classification of the employee.

76. "Red Circle" Employees

An employee whose base salary exceeds the maximum rate authorized for the classification and grade assigned shall have any general or improvement factor increase calculated as a percentage of the maximum rate applicable to the employee's classification/grade and not on the employee's "red circle" salary.

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87. Chassis and Electrical Checking Classifications

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In determining the propriety of applying Classification No. 52000, Product Designer II or Classification 70900, Electrical Designer II to individual employees who, on a regular and recurring basis, are checking designs and layouts, such determination will be based on the nature, scope and complexity of the checking duties. Classification Nos. 52000 and 70900 will not be deemed inappropriate solely because such employee is not creating designs of major components and making complete and comprehensive designs or performing preliminary and advance work in the development of designs.

98. "A" Level Classifications — Manufacturing Engineering

If an employee on an "A" level classification is transferred to a "B" level job having the same title as the "A" level classification from which the employee is being transferred, such employee will continue to be classified on the "A" level classification and will continue to receive the same salary unless the "B" level job to which the employee is transferred is in another plant in which event the employee's salary shall be determined in accordance with the Inter-Plant provisions of the Salary Grades and Progression Application Supplement as applied to the grade of the employee's "A" level classification, and if the employee is subsequently returned to a bona fide "A" level job in the employee's classification, the employee's salary will then be determined in accordance with Section (4)(d) of the Intra-Plant provisions of the Salary Grades and Progression Application Supplement as if the employee were being transferred to a higher grade.

~~10~~9. Phase-Up Classifications

During the course of National Negotiations since 1971, the Company and the Union have agreed on a number of phase-up classifications and methods of administering such classifications as follows:

(a) An employee who has actually worked for the Company on the base classification for the stipulated length of time shown on the Phase-Up Classification and Requirements Chart shall be re-classified to the appropriate phase-up classification provided the employee has performed satisfactorily on the base classification.

(b) Where indicated in the "Other Requirements" column, time spent on classifications other than the base classification will be combined for credit for reclassification to the phase-up classification, provided the employee has performed satisfactorily on these other classifications.

(c) Management will advise the Union of the reasons for its decision in those instances in which it determines an employee is not to be reclassified pursuant to this Memorandum of Understanding.

(d) Only the period of time during which the employee worked for the Company and was actually classified on the required classifications as reflected in the employee's personnel records, shall be included except as provided in (e)(ii) below.

(e) (i) Only the time worked since the employee's last date of hire with the Company shall be counted. Time worked on appropriate classifications prior to a permanent break in Corporate service or seniority shall not be included. Time spent on temporary separations such as layoff, illness or injury, or other leaves of absence during which the employee was temporarily separated from the active roll shall not be counted as time worked on the classification.

(ii) A returning veteran who, prior to entering military service had been assigned to a C-E-T classification which has phase-up applications, may have such applicable service time credited for phase-up purposes as time actually worked on the classification of record at the time of the military leave of absence. Such credited time will be applied only if the veteran was employed by the Company on such classification upon entering military service and reinstated on the same classification upon completion of military service.

(f) Time worked on other salary or hourly classifications, no matter how similar in nature to the appropriate salary classification, and regardless whether or not such salary or hourly job may have been accepted in lieu of a layoff, shall not be included as time worked on the appropriate salary classification.

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(g) Time worked on appropriate salaried classifications shall include time worked at all Corporate locations as reflected in the employee's personnel records, and shall include time worked in bargaining unit and/or non-bargaining unit positions.

(h) For purposes of determining time actually worked on a classification, a full month of credit will be given for those months in which an employee works the majority of workdays in the month. Credit for days worked will be given for regular vacation days. Only the days actually worked in the Monday through Friday workweek shall be counted. Overtime days, days for which Salary Continuation payments are made, or other absence, including casual absences, will not be considered as days worked.

(i) Reclassifications to the appropriate higher level classification will become effective on the first regularly scheduled working day of the bi-weekly pay period beginning nearest to the first of the month following completion of the requirements for advancement to such classification.

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

INSERT PHASE-UP CHART OUTSIDE OF ER CENTRAL

10. Wage Rate Increases

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

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

INSERT Wage Rate Tables OUTSIDE OF ER CENTRAL

~~FCA US LLC~~
~~CLERICAL-ENGINEERING-TECHNICAL~~
~~18-GRADE STRUCTURE~~

~~Effective 9/15/201923 through 9/115/20237~~

~~The following wage scale shall apply to employees hired before April 15, 2010~~

~~Grade~~	~~Minimum~~	~~Maximum~~
~~1~~	~~$ 888.81~~	~~$ 1,236.95~~
~~2~~	~~$ 891.17~~	~~$ 1,254.59~~
~~3~~	~~$ 894.65~~	~~$ 1,270.33~~
~~4~~	~~$ 952.99~~	~~$ 1,304.89~~

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5	$ 970.66	$ 1,358.28
6	$ 980.32	$ 1,395.54
7	$ 986.67	$ 1,421.87
8	$ 994.80	$ 1,452.64
9	$ 1,016.84	$ 1,478.66
10	$ 1,025.52	$ 1,520.24
11	$ 1,046.81	$ 1,546.71
12	$ 1,055.55	$ 1,577.94
13	$ 1,074.92	$ 1,607.83
14	$ 1,093.09	$ 1,654.52
15	$ 1,100.14	$ 1,680.94
16	$ 1,130.64	$ 1,723.57
17	$ 1,149.35	$ 1,764.42
18	$ 1,200.90	$ 1,806.02
FCA US LLC CLERICAL-ENGINEERING-TECHNICAL 18-GRADE STRUCTURE		
Effective 9/15/201923 through 9/115/20237		
The following wage scale shall apply to employees hired on or After April 15, 2010		
Grade	Minimum	Maximum
5	$ 680.00	$ 1,233.53
6	$ 690.71	$ 1,244.66
7	$ 778.30	$ 1,334.78
8	$ 865.90	$ 1,425.00
9	$ 915.45	$ 1,476.04
10	$ 969.30	$ 1,520.24
11	$ 1,012.38	$ 1,546.71
12	$ 1,028.00	$ 1,577.94
13	$ 1,043.61	$ 1,607.83
14	$ 1,061.25	$ 1,654.52
15	$ 1,068.10	$ 1,680.94
16	$ 1,097.71	$ 1,723.57
17	$ 1,115.87	$ 1,764.42
18	$ 1,165.92	$ 1,806.02

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TCA 10.1.1C		
Effective 10/23/2023 through 9/30/2024		
Grade	Minimum	Maximum
1	$ 986.58	$ 1,373.01
2	$ 989.20	$ 1,397.59
3	$ 993.00	$ 1,410.07
4	$ 1,002.82	$ 1,448.43
5	$ 1,007.43	$ 1,507.61
6	$ 1,008.16	$ 1,549.00
7	$ 1,065.20	$ 1,578.78
8	$ 1,094.73	$ 1,612.43
9	$ 1,112.69	$ 1,643.16
10	$ 1,138.33	$ 1,687.42
11	$ 1,161.86	$ 1,718.60
12	$ 1,173.60	$ 1,711.31
13	$ 1,193.16	$ 1,784.69
14	$ 1,213.33	$ 1,838.52
15	$ 1,221.18	$ 1,860.80
16	$ 1,253.80	$ 1,913.16
17	$ 1,275.78	$ 1,958.51
18	$ 1,333.00	$ 2,004.68

TCA 10.1.1C		
Effective 9/8/2024 through 9/7/2025		
Grade	Minimum	Maximum
1	$ 1,018.19	$ 1,424.20
2	$ 1,018.89	$ 1,434.57
3	$ 1,027.45	$ 1,452.82
4	$ 1,085.55	$ 1,492.88
5	$ 1,108.72	$ 1,537.72
6	$ 1,120.80	$ 1,595.52
7	$ 1,138.06	$ 1,623.63
8	$ 1,137.38	$ 1,660.90
9	$ 1,162.51	$ 1,690.55
10	$ 1,177.48	$ 1,738.09
11	$ 1,196.82	$ 1,768.85
12	$ 1,200.81	$ 1,804.09
13	$ 1,238.95	$ 1,838.21
14	$ 1,249.72	$ 1,891.62
15	$ 1,257.29	$ 1,921.82
16	$ 1,282.64	$ 1,970.51
17	$ 1,314.05	$ 2,017.27
18	$ 1,327.99	$ 2,064.82

TCA 10.1.1C		
Effective 9/8/2025 through 9/6/2026		
Grade	Minimum	Maximum
1	$ 1,048.67	$ 1,456.63
2	$ 1,049.49	$ 1,477.49
3	$ 1,063.54	$ 1,499.84
4	$ 1,122.28	$ 1,538.64
5	$ 1,143.04	$ 1,599.51
6	$ 1,154.43	$ 1,643.39
7	$ 1,161.90	$ 1,674.40
8	$ 1,171.49	$ 1,710.67
9	$ 1,197.43	$ 1,741.21
10	$ 1,207.61	$ 1,790.21
11	$ 1,232.77	$ 1,821.61
12	$ 1,243.11	$ 1,858.18
13	$ 1,265.82	$ 1,893.39
14	$ 1,287.22	$ 1,948.51
15	$ 1,295.52	$ 1,923.47
16	$ 1,331.49	$ 2,028.61
17	$ 1,363.47	$ 2,077.79
18	$ 1,418.18	$ 2,126.76

TCA 10.1.1C		
Effective 9/7/2026 through 9/5/2027		
Grade	Minimum	Maximum
1	$ 1,079.07	$ 1,500.39
2	$ 1,080.92	$ 1,521.72
3	$ 1,085.15	$ 1,540.82
4	$ 1,155.91	$ 1,582.24
5	$ 1,177.33	$ 1,647.50
6	$ 1,188.05	$ 1,692.49
7	$ 1,196.76	$ 1,724.63
8	$ 1,206.67	$ 1,761.94
9	$ 1,233.35	$ 1,793.51
10	$ 1,243.88	$ 1,843.94
11	$ 1,269.70	$ 1,876.05
12	$ 1,280.30	$ 1,911.93
13	$ 1,303.79	$ 1,950.18
14	$ 1,325.84	$ 2,006.82
15	$ 1,334.39	$ 2,038.85
16	$ 1,371.38	$ 2,090.16
17	$ 1,394.07	$ 2,140.12
18	$ 1,458.81	$ 2,190.56

TCA 10.1.1C		
Effective 9/6/2027 through 4/30/2028		
Grade	Minimum	Maximum
1	$ 1,131.92	$ 1,575.35
2	$ 1,134.38	$ 1,597.81
3	$ 1,139.41	$ 1,617.86
4	$ 1,213.21	$ 1,661.88
5	$ 1,236.20	$ 1,729.88
6	$ 1,248.20	$ 1,777.32
7	$ 1,258.60	$ 1,810.84
8	$ 1,265.55	$ 1,850.04
9	$ 1,295.02	$ 1,883.18
10	$ 1,306.07	$ 1,936.14
11	$ 1,337.19	$ 1,969.85
12	$ 1,344.32	$ 2,009.63
13	$ 1,368.98	$ 2,047.69
14	$ 1,392.13	$ 2,107.14
15	$ 1,400.31	$ 2,140.79
16	$ 1,439.85	$ 2,195.09
17	$ 1,463.77	$ 2,247.13
18	$ 1,529.44	$ 2,300.09

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

	Base Class No. & Grade	Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/ex	Other Requirements	Date Estab	Date Revised
ACCOUNTING CLASSIFICATIONS								
1.	03600-8	Clerk-Expense Audit	03610-9	Expense Audit Specialist	8	8 Years combined on: 03600, 03700,03800, 05000, 05100, 05200, 05300, 05400, 05500, 05600, 05700, 05800, 06300, 07800, and/or 08000.	03/77	09/99
2.	03700-8	Clerk-Field Car	03710-9	Field Car Specialist	8	Same as #1 above.	03/77	09/99
3.	03800-8	Clerk-Property Accounting	03810-9	Property Accounting Specialist	8	Same as #1 above.	03/77	09/99
4.	05000-8	Accounting Liaison Clerk	05010-9	Accounting Liaison Specialist	8	Same as #1 above.	03/77	09/99
5.	06300-8	Plant Payroll/Accounting Clerk	06310-9	Plant Payroll/Accounting Specialist	8	Same as #1 above	05/99	------
DRAFTING CLASSIFICATIONS								
6.	50200-4	Body Detailer I	50300-6	Body Detailer II	--	6 Months at Top Progression Rate (worked the majority of the days in the month) provided the employee is qualified to perform the duties of the phase-up classification.	02/71	11/79
7.	52200-4	Product Detailer I	52300-6	Product Detailer II	--	Same as #6 above.	02/71	11/79
8.	70200-4	Electrical Detailer I	70300-6	Electrical Detailer II	--	Same as #6 above.	02/71	11/79
9.	50000-9	Body Layout Drafter I	50700-12	Body Layout Drafter II	--	Same as #6 above.	02/71	11/79
10.	52400-9	Product Layout Drafter I	52500-12	Product Layout Drafter II	--	Same as #6 above.	02/71	11/79
11.	70600-9	Electrical Layout Drafter I	70700-12	Electrical Layout Drafter II	--	Same as #6 above.	02/71	11/79
12.	51100-13	Body Checker I	51200-17	Body Checker II	--	Same as #6 above.	02/71	11/79
13.	50800-14	Body Designer I	50900-17	Body Designer II	--	Same as #6 above.	02/71	11/79
14.	52600-14	Product Designer I	52000-17	Product Designer II	--	Same as #6 above.	02/71	11/79
15.	70800-14	Electrical Designer I	70900-17	Electrical Designer II	--	Same as #6 above.	02/71	11/79
MANUFACTURING ENGINEERING CLASSIFICATIONS								
16.	---	"B" Level Manufacturing Engineering Classifications	---	"A" Level Manufacturing Engineering Classifications	4	If actually worked on a "B" level classification a minimum of 4 years and meets the minimum qualification requirements of the related "A" level classification. May be less than 4 years if assigned "A" level work on a regular and recurring basis and meets the minimum qualification requirements of related "A" level classification.	11/67	---
17.	20800-13	Analyst-Equipment Utilization	20810-14	Equipment Utilization Specialist	8		05/77	---
18.	2110A-16	Engineering-Tool Engineering A	2111A-17	Tool Engineering Specialist	10	10 Years combined on: 2110A*, 21100, 53000, 60200, 80900, 80300,80500, 80600, 81000, 81200, 81300, 81400, 81500, 82400, 82500, 83700, and/or 83800.	05/77	11/79
19.	2180A-16	Engineering Plant Engineering A	2181A-17	Plant Engineering Specialist	10	10 Years combined on: 2180A*, 21800, 22800 and/or 22900.	05/77	11/79
20.	22800-10	Analyst-Material Handling	22900-16	Engineer-Material Handling	8	If actually worked on 22800 classification a minimum of 6 years and meets the minimum qualification requirements of Classification 22900. May be less than 6 years if assigned 22900 level work on a regular and recurring basis and meets minimum qualification requirements of Classification 22900.	02/71	---
21.	22900-16	Engineer-Material Handling	22910-17	Material Handling Specialist	10	Same as #19 above.	05/77	11/79
22.	2740A0-16	Engineer – Resident Engineering A	2741000-17	Resident Engineering Specialist	10		09/03	
23.	53000-16	Analyst-Advance Product & Mfg	53010-17	Advance Product & Mfg Specialist	10	Same as #18 above.	05/77	11/79

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

Base Class No. & Grade		Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Estab	Date Revised
MANUFACTURING ENGINEERING CLASSIFICATIONS (Continued)								
24	—	800 Series "B" level Analyst, Coordinator or Engineer	—	800 Series "A" level Analyst, Coordinator or Engineer	4	If actually worked on a "B" level classification (Classes 80300, 80600, 81000, 81500, 81800, 82200, 82500, 82800, 83300 and/or 83800) a minimum of 4 years and meets the minimum qualification requirements of related "A" level classification. May be less than 4 years if assigned "A" level work on a regular and recurring basis and meets the minimum qualification requirements of related "A" level classification.		
25.	80200-16	Assembly Process Engineer	80210-17	Assembly Process Specialist	10	Same as #18 above	05/77	11/79
26.	80900-16	Advance Program Plng Engr	80910-17	Advance Program Plng Specialist	10	Same as #18 above	05/77	11/79
MECHANIC/DRIVER CLASSIFICATIONS								
27.	56000-5	Mechanic and/or Driver I	56200-7	Mechanic and/or Driver II	4	If actually worked on classification 56000 a minimum of 4 years and has performed satisfactorily on 56000 level of work. Can be less than 4 years if Management determines that employee's job assignment and work performance justify such reclassification. Such reclassification shall not be basis for claims by Union that other employees on 56000 should be advanced to 56200 in less than 4 years.	03/71	12/82
28.	56200-7	Mechanic and/or Driver II	56210-8	Mechanic-Product Development	8	8 Years combined on: 56000, 56200, 56700 and 56710 (88000)	03/71	09/99
29	56210-8	Mechanic-Product Development	56220-9	Mechanic-Product Test & Development	12	12 Years combined on: 56000, 56200, 56210 (84400), 56700, 56710 (88000) and 56720 (89900).	03/71	09/99
30	56220-9	Mechanic Product Test & Development	56300 –10	Mechanic and/or Driver III	15	15 Years combined on 56000, 56200, 56210 (84400) 56220 (84100), 56700, 56710 (88000) and 56720 (88900) with a minimum of 3 years on 56220 (84100) and/or 56720 (88900).	09/99	09/99
31	56300-10	Mechanic and/or Driver III	56310-11	Mechanic-Engineering Development	20	20 Years combined on: 56000, 56200, 56210 (84400) 56220 (84100), 56700, 56710 (88000), 56720 (88900) 56700, 56710 and/or 56300, with a minimum of 5 years on 56300.	03/71	09/99
OTHER CLASSIFICATIONS								
32	02300-4	Secretary	02310-5	Secretary	8			11/95
33	04300-8	Clerk-Project & Authorization	04310-9	Project Authorization Specialist	10		03/77	11/79
34.	08700-9	Procurement Person-Export	08710-10	Procurement Specialist	8		05/77	11/79
35	11800-8	Correspondent-Technical	11810-9	Technical Service Analyst	8		03/71	11/79
36	13200-5	Secretary A	13210-8	Secretary A	8	8 Years combined on: 02300 and 13200		11/95
37.	14000-1	Telephone Operator	14010-2	Telephone Operations Specialist	8		03/77	—
38	22000-9	Auditor-Planning	22010-10	Auditor-Planning Specialist	8		09/73	11/79
39	22200-8	Follow-Up Person-Planning	22210-9	Production Material-Follow-Up Specialists	8	8 Years combined on: 22200, 22300, 22400 and/or 23600	09/73	09/99

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

Base Class No. & Grade		Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Estab	Date Revised
OTHER CLASSIFICATIONS (Continued)								
40	22300-8	Scheduler-Planning	22310-9	Production Scheduling Specialist	8	Same as #39 above.	03/77	09/99
41	22400-8	Specifications Compiler-Planning	22410-9	Planning Specifications Specialist	8	Same as #39 above.	03/77	09/99
42	23600-8	Follow-up Person-Tooling & Non-Productive Materials	23610-9	Non-Productive Stores Follow-Up Specialist	8	Same as #39 above.	09/72	09/99
43	31600-9	Sales Programming Analyst	31610-10	Sales Programming Specialist	8		02/71	11/79
44	32100-9	Special Order-Sales	32110-10	Special Order Analyst	8		03/77	11/79
45	33200-12	Vehicle Sales Analyst-All Markets	33210-13	Vehicle Sales Analysis Specialist All Markets	4	8 Years combined on: 33200, 3280B and/or 3280A.	03/94	—
46	33700-12	Vehicle Planning Analyst B	3370A-16	Vehicle Planning Analyst A	4	Same as #16 above.	07/76	—
47	36400-9	Compiler-Parts Book and Price List	36410-10	Parts and Price Catalogue Specialist	8	8 Years combined on: 36300 and 36400	02/71	11/79
48	37600-9	Pricing Compiler-Service Parts	37610-10	Pricing Specialist-Service Parts	8	8 Years combined on: 37600 and 37700.	02/71	11/79
49	37900-9	Procurement Person-Parts Stock	37910-10	Stock Procurement Analyst-Parts	8	8 Years combined on: 37800 and	02/71	11/79
50	3920A0-13	Graphics Designer A	392100-14	Graphics Design Specialist	8		09/03	
51	3930A0-13	Graphics Analyst A	393100-14	Graphics Specialist	8		09/03	
52	42500-3	Multilith Operator	42510-4	Multilith Specialist	8	37900	03/77	—
53	44900-16	Estimator-Advanced Central Estimating	44910-17	Estimator-Advance Product Cost	8	8 Years combined on: 43800 and 44900.	06/77	12/82
54	44910-17	Estimator-Advance Product Cost	44920-18 44940-18	Advance Product Cost Analyst or Cost Estimating Specialist	4	4 Years combined on: 43810 (43800) and/or 44910 (44900).	06/77	12/82
55	45000-13	Estimator-Cost	45010-14	Estimator-Product Cost	8	8 Years combined on: 2110A, 2110B, 44900, 45000 and/or 45100 with a minimum of 4 years combined on 2110B, 2110A, 44900 and/or 45000	02/71	11/79
56	45600-13	Estimator-Cost Analysis	456100-14	Estimator-Product Cost Analysis	8		09/03	
57	457000-16	Product Cost Analyst	457100-17	Product Cost Specialist	8		09/03	
58	457100-17	Product Cost Specialist	457200-18	Senior Product Cost Specialist	4		09/03	
59	47000-8	Registered Occupational Health Nurse	47010-9	Registered Occupational Health Nursing Specialist	12		03/77	09/82
60	50000-12	Designer-Modeling Fixtures & Equipment I	50010-14	Designer-Modeling Fixtures & Equipment II		Same as #6 above.	03/75	—

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

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

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

Base Class No. & Grade	Base Classification Title	Phase-Up Class No. & Grade	Phase-Up Classification Title	# of Yrs Req'd On Base Class/es	Other Requirements	Date Estab	Date Revised
OTHER CLASSIFICATIONS (Continued)							
73	56800-8	Instrument Development Technician II	56900-11	Instrument Development Technician III	4	09/99	------
74	57000-5	Functional Test Technician	57010-7	Functional Test Specialist	4	05/77	---
75	57500-5	Technician-Engineering Development	57510-7	Technician-Assembly & Test Experimental	4	05/77	11/79
76	57510-7	Technician-Assembly & Test Experimental	57510-8	Technician-Assembly & Test Experimental Specialist	8	8 years on class 57510(5)	XX/XX	XX/XX
7477	57900-9	Engineering Records & Release Clerk III	57910-10	Engineering Records and Release Specialist	8	8 Years combined on: 25800, 44500, 44600, 57600 57800, 57900, 59800, 59900 with a minimum of 4 years on: 57600, 57900, 59800 and/or 59900	02/71	11/79
7278	58300-6	Mechanic-Maintenance-Proving Ground	58310-7	Maintenance Mechanic Specialist-Proving Ground	8		05/77	---
7479	58900-10	Design Specification Analyst	58910-11	Design Specifications Specialist	8	8 Years combined on: 25800, 44500, 44600, 57600 57800, 57900, 59800 or 59900 with a minimum of 4 years on: 57800, 57900, 59800 and/or 59900.	02/71	12/82
7980	59910-11	Design Specifications Specialist	59920-12	Design Releasing Specialist	4	4 Years of service on: 59910 (85200)	02/71	12/82
8081	60500-5	Technical Records and Information Clerk	60510-8	Technical Records and Information Specialist	8		08/82	---

a =Management Non-Supervisory classification credited as time spent on 2110A in the same or other plants of the Corporation to include: 31552255, 31564257, 31565258, 32355255, 32356257, 32357258, 32674255, 32675257, 32676258, 32768255, 32769257, 32770258, 32771255, 32772257, 32773258, 33652257, 33659255, 37155258 (not to be considered all-inclusive).
b =Management Non-Supervisory classifications credited as time spent on 2180A and 22500 in the same or other plants of the Corporation to include: 33594256 and 35774256 (not to be considered all-inclusive).
c =Employees may be reassigned from time to time on jobs that shall provide training experience and that are commensurate with the employee's classification level. The Union recognizes the desirability of reassigning employees for such purposes.
d =Employees on-roll as of 9/14/76 who were on classifications 57800, 59900, 57910 (85100) and 59910 (85200) shall have time spent on 57910 (85100) credited for phase-up to 59900, unless the employee was promoted to 57900 after 9/14/76.

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(M-10) MOU Sourcing and Job Security

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MEMORANDUM OF UNDERSTANDING
SOURCING AND JOB SECURITY

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

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

Sourcing Rationale

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

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

National Committee Members

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

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

~~The National Job Security, Operational Effectiveness and Sourcing Committee is specifically empowered to periodically review and evaluate the operation of this Memorandum of Understanding and make mutually satisfactory adjustments to its provisions during the term of this Agreement.~~

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

The National Job Security, Operational Effectiveness and Sourcing Committee is specifically empowered to periodically review and evaluate the operation of this Memorandum of Understanding and make mutually satisfactory adjustments to its provisions during the term of this Agreement.

Roundtable Meeting

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

It is understood that the Company's frank discussion with the Union about sourcing and related plans may require the Union to keep information confidential until the Company consents to its release. The Company, on its part, also agrees not to use the results of such discussions to obtain more attractive contract terms from outsiders in lieu of keeping the work in-house.

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

~~Power Train~~ Propulsion Meeting
An annual ~~Power Train~~ Propulsion Meeting will also be conducted by senior management from ~~Power Train~~ Propulsion Operations and Engineering for the National Committee and the leadership from the UAW ~~FCA~~ 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 ~~FCA~~ 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 (CPCP)~~ Product Development Process (PDP)
It is imperative that sourcing discussions and notification becomes an effective and trusted tool. It is recognized that early involvement by the UAW in ~~CPCP~~ PDP will greatly enhance the chances for mutual success and will not jeopardize the product creation objectives of quality, speed to market, product innovation, and lower total cost.

The Company continues to adjust to the significantly compressed ~~CPCP~~ PDP timeframes and overall objective to improve speed to market. The timing for achieving various ~~CPCP~~ 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 ~~CPCP~~ PDP milestone target dates will be disclosed at the Program Overview Meeting. The reality of variable program timing and ongoing system change dictates frequent and structured communication for effective sourcing discussion and notification.

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

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

Additionally, members of the National JSOES, including the UAW ~~FCA~~ Stellantis Department leadership, will meet quarterly, or as necessary, on a confidential basis, to discuss new or redesigned vehicles, engines, transmissions, components or subsystems under study but not yet at program approval. In as much as this milestone is well in advance of any program approval or plant loading, the directional information for discussion will include potential pre-source activities, body styles, brand assumptions, role in the overall portfolio and primary regions of sale as available.

Advanced Vehicle Awareness

During the 2015 negotiations the UAW expressed its concerns regarding the notification to the Union at the earliest stages of product development where the salaried bargaining unit is involved.

As a result, quarterly Advanced Vehicle Awareness (AVA) meetings will generally be held with the UAW Sourcing Representative, the Local Presidents of 212 ~~&~~ ,412, 1284 & 1302 and/or their designee, Head of AVD or his designated representative, and a representative of Employee Relations. The intent of these meetings is to involve the UAW at the earliest stages of a program development process to disclose any FCA US LLC program information where the salaried bargaining unit is involved. In addition, a high level program overview of future products with directional timing including the preliminary ~~CPCP~~ PDP timeline will be presented. During the early stages, where sourcing actions are being considered, the AVA meeting will provide an opportunity for the Union leadership to participate in discussions prior to the sourcing direction. As the program matures and sourcing direction is established information will be shared at the Local JSOES meeting.

~~Additionally, members of the National JSOES, including the UAW FCA Stellantis Department leadership, will meet quarterly, or as necessary, on a confidential basis, to discuss new or redesigned vehicles, engines, transmissions, components or subsystems under study but not yet at program approval. In as much as this milestone is well in advance of any program approval or plant loading, the directional information for discussion will include potential pre-source activities, body styles, brand assumptions, role in the overall portfolio and primary regions of sale as available.~~

Program Overview Meeting

During these negotiations, the Union expressed concern relative to full involvement at the earliest stages of the decision-making process. To that end, the Company shall inform the respective UAW Sourcing Representative of New Major Vehicles or Major Redesigned Vehicles at the Program Overview Meeting. Information discussed at this meeting will typically include program objectives, ~~GPCP~~ PDP milestone dates, marketing objectives and customer requirements, and potential assembly and stamping plant loading capability. At approximately the Sync 1 milestone of the new PDP Timeline, the Program Overview Meeting will be held between the parties.

Supplier Selection Source Plan

The International Union will be notified in writing by the Company of plans to proceed with a new or redesigned vehicle, sub-system or component part. During the Program Overview Meeting, the National Committee Co-Chairs, Administrative Assistant(s) to the Vice President and Director of the ~~FCA~~ Stellantis Department, UAW, Assistant Director of the ~~FCA~~ Stellantis Department, UAW responsible for Sourcing, other designated senior management representatives, and the appropriate UAW Sourcing Representative(s) shall

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be provided a Program Overview by senior Platform management. Such information shall include a review of current sourcing patterns, including the names of suppliers producing components for the current vehicle, any possible changes in assembly, subassembly, stamping, ~~power train~~ propulsion, proving grounds and other component sourcing patterns which have been identified by the Platform, possible insourcing opportunities, targeted market and cost objectives, and technology which may impact the represented workforce.

All contemplated sourcing decisions which impact tooling programs, process changes, die construction, die design, tool design, stamping tooling, assembly tooling, processes, technology and design and prototype work at Assembly, Stamping, ~~Power Train~~ Propulsion , Proving Grounds and Component manufacturing locations shall also be provided subsequent to the Program Overview. With the information provided during the Program Overview Meeting, and subsequent meetings, and as appropriate during the meeting cycle with the UAW Trades Effectiveness Representative, the UAW Sourcing Representative may provide input or alternatives to sourcing pattern(s) which coincides with the Program Overview Meeting and the Final Source Plan. If, during these meetings, issues between the UAW Sourcing Representative and the respective Platform cannot be resolved, the matter may be referred to the UAW Assistant Director — Sourcing and Senior Manager Sourcing for review and resolution. In the event the parties are unable to resolve the matter, it may be referred to the National Sourcing Council (Council) for early resolution. The Council shall consist of the Vice President and Assistant Director of the ~~FCA~~ Stellantis Department, UAW, Administrative Assistant(s) to the Vice President and Assistant Director of the ~~FCA~~ Stellantis Department, UAW, Assistant Director of the ~~FCA~~ Stellantis Department, UAW responsible for Sourcing, Senior Vice President of Manufacturing, Head of Vehicle Engineering, Senior Vice President of Company Quality and Vice President of Employee Relations, and other appropriate designates. The Council will meet to review issues brought to their attention by either party in the interest of reaching a resolution which serves the mutual goals and competitive challenges of the parties.

Final Source Plan

The UAW Sourcing Representatives and UAW Trades Effectiveness Representative shall be provided updated and confirming sourcing documentation of the types provided during the Supplier Selection Source Plan as notification of contemplated changes in sourcing patterns. Documentation will be provided to the Employee Relations Sourcing Administration office for distribution to the appropriate UAW Sourcing Representatives. This documentation, which will provide the design and engineering sourcing information and prototype sourcing information where different than the production source, shall be forwarded to the appropriate Salaried Local President and Unit Chairperson.

National Committee representatives will monitor sourcing, address sourcing concerns, as well as monitor and oversee employment levels and the administration of the Sourcing and Job Security Programs. They shall be provided timely access to all data, including financial and cost information, to evaluate potential sourcing actions and their impact on UAW-represented jobs.

The National Committee shall meet on a quarterly basis. At the quarterly meeting, data regarding work brought in-house and work outsourced will be provided and discussed. Moreover, the members of the National Committee shall be advised of all Appropriations Requests as they are received, including the number of potential jobs affected. (In addition to providing hard copies, the Company will provide a summary of this data electronically.)

National Sourcing Committee Meetings

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The appropriate National Committee members will meet on an as required basis as frequently as twice a month. Additionally, on an as needed basis, representatives from various functional areas may be scheduled to meet with the Committee (i.e. Manufacturing, Purchasing, etc.).

In order to facilitate these discussions, the Company will ensure that information regarding Platform sourcing is provided on a timely basis to the designated UAW Sourcing Representative for the respective platform while new or redesigned vehicles are being developed. The UAW Sourcing Representative may arrange for a meeting with the Company Representative to present their competitive in-house alternatives to Company sourcing decisions. In addition, the Company Representative shall be responsible for advising the UAW Sourcing Representative of meetings, which may occur as frequently as twice a month, regarding Company sourcing decisions. The Company Representative will also provide notice of potential make/buy studies, along with prototype and related salaried sourcing information as it pertains to but not limited to, Product Engineering, Manufacturing Engineering (AVE, AME, ME, ASME, ST, PS&D) and other salary represented resources covered by this Agreement. With such early access to and involvement in the sourcing decision-making process, the UAW Sourcing Representative shall be able to develop an in-depth understanding of their respective Platform's sourcing patterns along with the possible impact which sourcing decisions may have on the hourly and salaried bargaining unit(s). They shall meet upon request with senior members of the Platform or other functional areas as appropriate.

During this process, the designated Representatives from the National Committee will work together to review the sourcing pattern of new or redesigned product with the intent of ensuring that the UAW Sourcing Representative will be equipped with the knowledge necessary to provide their competitive in-house alternatives in the aforementioned process.

Local Committee

The Company and the Union agree that at each bargaining unit covered by this National Agreement, a Local Job Security, Operational Effectiveness and Sourcing Committee will be established to administer the Sourcing and Job Security Program. The membership of the Committee will consist of the local Plant Manager, or the Manager's designated representative, and other representatives selected by Management; the Local Union President or the Local Union President's designated representative; and the Plant Shop Committee along with the Unit Chairs of the appropriate UAW Salaried Bargaining Units. The Local Committee will meet at least once per month. The following duties of the Local Committee will be performed jointly:

1. Review actions which may result in layoffs and the reasons for such actions.
2. Participate in discussions regarding sourcing decisions as outlined in this Memorandum of Understanding. One (1) existing member of the Local Committee from the Union and one (1) from Management will be designated to lead the review, coordination and report recommendations of potential insourcing opportunities as part of their normal roles within the Committee. Both parties agree and commit that these matters should be viewed as a priority. To this end, management will ensure appropriate resources are provided to respond to Union requests for pertinent information.
3. Participate in discussions regarding the introduction of new or advanced technology as provided in Memorandum of Understanding M-6, New Technology, contained in the National Agreement, including discussions on training and learning opportunities.
4. Fulfill the requirement to meet and report monthly that appropriate communications have taken place; upon the request of the National Committee, the local parties will be required to provide detailed information to support their monthly joint reports.

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5. Review the manpower requirements of forward product, facility and business plans, maintaining the confidentiality of the material being evaluated.
6. Coordinate appropriate local training activities.
7. Develop and initiate proposals to improve operational effectiveness to secure existing jobs, and to attract additional business thus providing additional job opportunities.
8. Make recommendations to the National JSOES Committee, as appropriate, regarding any aspect of the Sourcing and Job Security Program. This may include any aspect of the contractual relationship between the Company and the Union that is relevant to the duties of the Local Job Security, Operational Effectiveness and Sourcing Committee.
9. Identify and review investments in the facility or equipment which could improve product quality or operational effectiveness.
10. Review past outsourcing decisions and identify opportunities for insourcing which may be investigated as well as new business (such as product launch or other significant events).
11. Assess and monitor the utilization of floor space and equipment on a periodic basis as a way to generate opportunities for insourcing work.
12. Unresolved issues regarding the Local administration of this Memorandum of Understanding can be jointly submitted to the National Committee.

The appropriate member(s) of the National Committee will assist the Local Job Security, Operational Effectiveness and Sourcing Committee (Local Committee) in implementing the provisions of the Sourcing and Job Security Memorandum. If the parties cannot resolve a sourcing issue, the Local Union may file a grievance at the second step of the regular Grievance Procedure. If the grievance cannot be resolved, the grievance may be appealed to the Appeal Board in accordance with the Grievance Procedure. In the event the Appeal Board is unable to resolve the issue, it may be appealed to the Impartial Chairman. The Impartial Chairman can only provide a remedy where he finds that (1) a violation of the express commitments set forth in this Memorandum has been established; (2) the established violation resulted from the exercise of improper judgment by Management; and (3) any employee who customarily would perform the work in question has been laid off or was allowed to remain on layoff as a result of work being outsourced or not being brought in-house. The Impartial Chairman's remedy shall be limited to back wages for the affected employees, and the recall and/or placement of affected employees on regular productive work.

Temporary Offloading

When a temporary offloading action is being contemplated, the Plant Manager or his designate will provide to the President of the Local Union and/or Unit Chair of the impacted area, a written notice containing the reasons under consideration for the temporary offloading at that location. The notice of the offloading action will be given as soon as practicable, consistent with the reasons such offloading becomes necessary and expected date of return. Copies of this notice also will be provided to the UAW Assistant Director responsible for Sourcing and other National Sourcing Council members.

Temporary offloading notification is not intended to provide a means for circumvention and abuse of the normal outsourcing notification procedures outlined in this Agreement. Should circumstances arise that an offloading action may be viewed as no longer temporary, the local parties will meet to discuss their respective concerns relative to the projected return of the work. Should these issues remain unresolved at the Local Union and Plant Management level, such matters shall be referred to FCA US LLC Employee Relations and the Assistant Director of the ~~FCA~~ Stellantis Department, UAW responsible for Sourcing in an attempt to reach a resolution. If after discussions, it is deemed appropriate, the Company shall forward a copy of the temporary offloading notice to the Vice President

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and Assistant Director of the UAW ~~FCA~~ Stellantis Department. If a situation arises wherein work which was temporarily offloaded under these provisions is subsequently contemplated for permanent outsourcing, all applicable provisions of this Memorandum of Understanding will be applied prior to such work being permanently sourced to an outside supplier.

The parties understand that circumstances do arise wherein the projected return date of temporarily offloaded work legitimately requires an extension and such extension requests will be reviewed by the National Parties.

In addition, the following specific commitments have been made to address sourcing-related job security concerns of UAW members:

Insourcing

The National Committee and, where appropriate, the Local Committee will discuss the practicality of insourcing, in whole or in part, work previously outsourced or new work which the Union identifies as that which might be performed competitively within the location based on the criteria outlined in this Memorandum of Understanding.

To assist in this process, the International Union will be furnished a complete list of work similar to that currently performed at the location that (1) has been outsourced from that location, or (2) is currently performed by ~~non-~~FCA US LLC ~~UAW~~ suppliers for FCA US LLC. These lists will be updated and will include the suppliers' location (city and state), union affiliation, the supplier contract expiration dates, annual volumes, and U.S. plant locations receiving the parts and will be furnished via electronic media three times per year in January, May and September. The parties will initiate efforts to insource particular work consistent with the aforementioned criteria to create prospects for growth and to provide jobs for employees on layoff.

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

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

If it is established that certain work can be performed competitively, judged by the above criteria, Management will adopt the Committee's proposal and, barring unique or unforeseen circumstances, bring the work in-house. The Union shall obtain any necessary approval or ratification within ~~thirty (30)~~ forty-five (45) days of the decision to bring the work in-house.

In addition, the parties recognize that there may be occasions when the Company may wish to temporarily assign work to a FCA US LLC-UAW facility from a non-FCA US LLC-UAW facility. In these situations, a Notice of Temporary Insourcing will be completed and submitted via the same processes as a Notification of Temporary Offloading.

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 ~~or promptly following approval~~, and consistent with the timing requirements of the product's development cycle. The notice will provide, on a confidential basis, the reason for the outsourcing, a description of the work involved, the number of jobs affected on both a short-term and long-term basis, if known, at both the affected facility and any other FCA US LLC UAW represented facility, the identification of the sourcing authority, the quality status of the recommended supplier. The Company agrees to provide the International Union, the UAW Sourcing Representative, and the affected Local Union with all relevant financial and cost information including incremental costs used in developing the cost of completing work in-house. Data will be provided in conjunction with the aforementioned notice. Proposals to keep the work in-house will be made by the Union within ninety (90) days of the receipt of written notice.

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

Where make/buy study findings do not impact the current sourcing pattern, the notice of contemplated sourcing will be withdrawn.

When such an outsourcing decision is contemplated at any level of the Company, the written notice will be given to the Vice President and Director, ~~FCA~~ Stellantis Department, UAW. A copy of such notice will be given to the Chairperson of the Local Committee at the same time.

When such a contemplated outsourcing decision is initiated by the Company at a level external to the affected location(s), the Company will provide sufficient advance written notice to allow the designated Management representative at the affected location(s) to comply with the notification procedure.

Additionally, International Union and Local Union input will be sought by the Company as early as possible in the outsourcing decision-making process as referenced in the New M-10 Sourcing Administration Manual. The intent of the evaluation period and Union input being sought as early as possible is to allow for more thorough discussion and to permit the parties to better assess the impact of outsourcing on the long-term job stability of employees and the financial viability of given Company locations.

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

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

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

Sourcing Financial Data

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

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

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

ATTACHMENT A
MEMORANDUM OF UNDERSTANDING SPECIAL PROGRAMS

The National Job Security, Operational Effectiveness and Sourcing (NJSOES) Committee may authorize Special Programs for designated eligible employees or may approve requests from Local Job Security, Operational Effectiveness and Sourcing (LJSOES) Committees for implementation of such Programs. Details of the Special Programs as well as an explanation of Options, will be jointly presented to all eligible employees. The NJSOES Committee will closely monitor the communication and administration of the Special Programs at the local level to ensure that eligible employees are provided comprehensive information and counseling to ensure their complete

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understanding of each Special Program provisions and the implications of accepting an offer.

These Options may include:

1. Incentive Program — Retirement (I PR)
2. Special Early Retirement (SER)
3. Pre-Retirement Leave (PRL)
4. Voluntary Termination of Employment Program (VTEP)
5. Enhanced Relocation
6. Skilled Trades Retraining
7. Mandatory Placement

The National Parties may expand or limit these Options dependent upon specific plant circumstances.

SPECIAL PROGRAM #1 VOLUNTARY TERMINATION OF EMPLOYMENT PROGRAM

The Voluntary Termination of Employment Program (VTEP) provides a guaranteed lump-sum benefit payment subject to the conditions and limitations contained herein. This Program is applicable to employees with at least one (1) year of seniority who are at work on or after the effective date of the Agreement.

Description of Program Benefits

Years of Seniority as of Application Date	$ Amount	Allocation Period (Months)
1 but less than 2	15,000	6
2 but less than 5	21,000	9
5 but less than 10	37,000	15
10 but less than 15	47,000	19
15 but less than 20	62,000	25
20 but less than 25	67,000	27
25 or more	72,000	29

The maximum gross amount of the benefit payable under this Program is $72,000 for employees with twenty-five (25) or more years of seniority.
In no event, however, shall the amount of a VTEP payment provided under this Program exceed such amount permissible under the Employee Retirement Income Security Act of 1974 (ERISA).

An employee who accepts a VTEP payment shall be provided with basic health care coverage for a period of six (6) months dating from the end of the month in which the employee last worked.

An employee eligible for an immediate pension benefit under the FCA US LLC-UAW Pension Agreement, at the time of his/her break in service (due to participation in a VTEP), shall upon completion of the Allocation Period and application for a pension benefit under the FCA US LLC-UAW Pension Agreement become eligible for post retirement health care and life insurance on the same basis as other retirees. For purposes of applying the terms

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of the FCA US LLC-UAW Pension Agreement, such employees shall not be treated as deferred vested by reason of their participation in the VTEP.

VTEP PAYMENT OFFSETS

Any VTEP payment to an eligible employee will be reduced by the employee's outstanding debts to the Company or to the Trustees of any Company benefit plan or program, including any unrepaid overpayments to the employee under the SUB Plan, Exhibits to the National Agreement.

EFFECT OF RECEIVING VTEP PAYMENT

An employee who accepts a VTEP payment shall (i) cease to be an employee and shall have his/ her seniority broken at any and all of the Company's Plants or other locations as of the last day worked subsequent to the date his/her application for a VTEP payment is received ("Termination Date"), (ii) shall have canceled any eligibility the employee would otherwise have had for a Separation Payment and/ FCA US LLC-UAW Pension Agreement, and (iv) shall not be permitted to retire under the FCA US LLC-UAW Pension Agreement for the number of months of the Allocation Period following the Termination Date.

SPECIAL PROGRAM #2
PENSION PROGRAM

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. Accordingly, in addition to the Local Job Security, Operational Effectiveness and Sourcing (JSOES) Committee's responsibilities for the Sourcing and Job Security Program and participation in discussions provided in related Letters of Understanding, each committee will focus on cooperative efforts toward our common goal to improve the effectiveness of operations and remove barriers to improvements, increase job opportunities and fully utilize the workforce. The local committees will jointly develop a plan through an exhaustive analysis of the location's operational efficiency.

Within six (6) months of the effective date of the Agreement each Local JSOES Committee will review with Divisional/Group Management and the International Union the overall competitiveness of the location's products and their plans indicating actions, and/or

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changes needed to improve quality and efficiency at their location and to stimulate job security of the existing workforce and attract new work. Such plans must then be approved by the National JSOES Committee.

The National Committee will be available on an ongoing basis as a resource to Local Committees and will review progress at the local level at least on an annual basis.

The following are examples of appropriate areas the local parties may address:

1. Identification of investments in the facility or equipment necessary to improve product quality or operational effectiveness;
2. Procedures and plans to review past out-sourcing and outside contracting decisions, and identify opportunities for insourcing and new business.

Efforts of the local parties to improve operational effectiveness may require change or waiver of certain agreements or practices. It is understood that any such waivers, modifications or changes would not be effective unless agreed to by the local parties involved and approved in writing by the Employee Relations Staff of the Company and the ~~FCA~~ Stellantis Department of the Union. Such changes would be effective only at the location(s) specifically designated.

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

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MEMORANDUM OF UNDERSTANDING
RETURN TO "HOME" UNIT

The parties recognize that some employees placed pursuant to Section (54), or Letter 197 - Placement and Workforce Utilization of the National Engineering, Office and Clerical Agreement may have the desire to return to their "home" unit. The parties recognize also that, in affording such employees the opportunity to return, it is necessary to do so in a manner consistent with the maintenance of quality and efficiency in both the releasing and receiving units. Accordingly, the purpose of this Memorandum is to provide methods and procedures and to detail the circumstances whereby eligible employees will be offered the opportunity to return to their "home" unit.

Upon ratification of the ~~2015~~ 2023 Agreement, an employee's home unit is defined as the unit where he first obtains seniority. Employees who have elected to no longer recognize their former home unit or have forfeited seniority based on contractual provisions will have their current unit defined as their "home" unit.

1. Eligible employees are those active employees who have been assigned to a unit other than their "home" unit pursuant to Section (54), or Letter 197 - Placement and Workforce Utilization of the National Engineering, Office and Clerical Agreement. Eligible employees are further defined as those placed:

a. Prior to the effective date of the ~~2015~~ 2023 Agreement who were not offered an opportunity to return to their home unit pursuant to the work opportunity for laid off employee provisions of Section (54) of the National Engineering, Office and Clerical Agreement,

b. Subsequent to the effective date of the ~~2015~~ 2023 Agreement and who have worked at least six (6) months at the new unit.

2. Eligible employees may file an application to return to their "home" unit at the Employment Office on or after their anniversary of the sixth (6th) month following placement. Employees will be provided a copy of their application.

3. Eligible employees who have applied to return to their "home" unit shall be placed (in seniority order) on a "return home" list at the "home" unit.

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4. Each unit will maintain an applicant listing for use by the local parties.

5. Should a unit with a "return home" list have employment requirements, it will combine its "return home" list and recall list (if any) in seniority order and recall from such combined list until its needs are met or such combined list is exhausted. Should the combined list be exhausted and additional employment required, it will fill further openings in accordance with other applicable agreements between the parties and then by hire.

6. Should an employee return to his "home" unit under the provisions of paragraph 5 above, the employee will forfeit seniority rights at the "releasing" unit. Should an employee, having requested return under paragraph 2 above, subsequently refuse an offer of return, the employee shall lose seniority at all units of the Company except the unit at which he is working.

7. It is recognized that the unit from which the eligible employee is released must do so in a manner consistent with the maintenance of quality and efficiency. Accordingly, no eligible employee will be released until a fully trained replacement is available. Consistent with these principles, it is recognized that the rate at which employees are released may vary due to the types of jobs held by "returnees", the availability of replacement personnel, product or new model launch, releasing unit staffing requirements, etc. In all cases, Management will endeavor to release employees as quickly as possible. Disputes regarding this issue may be referred to the Company's Employee Relations Staff and the UAW's National ~~Chrysler~~ Stellantis department for resolution.

8. Employees transferring pursuant to the provisions of this Memorandum will be placed on available work and will not be eligible to alter the vacation schedules in effect at the time of their return.

9. An employee accepting transfer will be eligible to receive a relocation allowance as provided in the Exhibits to the National Agreement after providing documentation satisfactory to Management that the employee has changed permanent residence and relocated.

10. It is recognized that the purpose of the six (6) month waiting period is to minimize churning and not intended to create opportunities to hire shortly after individuals are placed from one plant to another. If unique situations involving the six (6) month Home Unit Return Provision arise, the National parties can review those situations and, if appropriate, provide a deviation to the application of the six (6) month waiting period.

11. The parties recognize that the provisions of this Memorandum have complex administrative implications. Accordingly, claims of violation are not subject to the Grievance Procedure but instead may be referred to the Company's Employee Relations Staff and the UAW's National ~~Chrysler~~ Stellantis Department for resolution.

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

M-13

Memorandum of Understanding Health and Safety

I. Joint Commitment to Health and Safety

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

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

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

WHEREAS, each Company location has established a Local World Class Participation Council (LWCPC) to coordinate leadership involvement in all Joint Activity Programs including the area of Health and Safety. This committee was developed for the purpose of reinforcing direct involvement, by upper management and elected union official leadership, in joint activity programs including, the attainment of the plant's general health and safety goals. The parties mutually agreed that the LWCPC shall provide active support for Health and Safety related matters; and

WHEREAS, the Company shall have the obligation to continue to make reasonable provisions for the safety and health of its employees during the hours of their employment; and

WHEREAS, the Union shall cooperate with the Company's efforts to carry out its obligations,

NOW, THEREFORE, it is hereby agreed as follows:

II. Company Responsibilities

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

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

a. ~~(b)~~Provide~~;~~ ~~a~~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 FCA Stellantis Department will be provided the opportunity to review and participate in such training or instruction programs and make necessary recommendations.

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

c. ~~The Company, u~~Upon request from the National Joint Health and Safety Co-Leads, ~~will~~ provide ~~to the Union member of the LJHSC,~~ access to ~~the available~~ health and safety documents referenced in Company policies. It will be at the discretion of the NJC to provide all such documents that are not available from the Company such as:

National Safety Council Publications
Governmental Standards on Health and Safety
Corporate Health and Safety Bulletins
Trade Publications
ANSI/NFPA standards
Publications of Local Safety Councils

d. Explore opportunities to participate in applicable National Consensus Standard organizations such as the American National Standards Institute (ANSI) and the National Fire Protection Agency (NFPA) to address safety in the workplace. To that end, the NJC shall include a meeting agenda item to discuss such opportunities and where appropriate, jointly apply and, upon approval, jointly participate in such Consensus Standards Committees. In the event the joint parties are approved to participate in an external standards committee, the NJC will recommend funding through the Joint Health and Safety programs where deemed appropriate. Participants on these committees must report out any information relevant to our industry at an NJC meeting.

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

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III. National Joint Committee on Health and Safety

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

(A) This Committee shall:

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

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

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

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

(e)--The NJC will designate representatives of its organization to jointly review new or revised government regulations which may affect Company health and safety programs as well as review new or revised Safety Manufacturing Instructions (SMI's), Industrial Hygiene Bulletins, Safety Bulletins and other Corporate Health and Safety documents such as the Contractor Safety Manual on an annual basis. The NJC will discuss in advance, what impact, if any, such change(s) may have upon the Company's health and safety programs.

(f)--Review problems concerning serious or unusual situations affecting facility health and safety, medical and new model launch design-in-safety to make recommendations.

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

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

(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 ~~FCA~~ Stellantis Department and the Vice President of Employee Relations for the Company.

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

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

(b)--The ~~B.E.S.T.~~ Operating Principle tools will continue to be utilized to ensure alignment with ~~WCM~~ Company Manufacturing/Facilities processes and joint projects standardization. The Weekly Safety Incident Review Board Meeting (WIRBM) is a key joint leadership initiative and will continue to be supported by the parties with attendance and engagement. In addition, one of the weekly meetings per month shall continue to include the key elements of the former Monthly Safety Review Board Meeting.

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

(d)--Risk assessment and hazard control tools for machines/equipment and workstations such as Job Safety Risk Assessment (JSRA), Job Safety Risk Prediction (JSRP) and ~~ErgoPal~~ the Company ergonomic assessment tool will continue to be used to evaluate jobs. This includes identification of tasks, identification of hazards associated with each task, risk assessment, including documentation of near misses and selection of method(s) to control. Reporting near misses and correcting them before an injury occurs is a key leading indicator and an important ~~WCM~~ Company Manufacturing/Facilities process element in our continued effort to prevent injuries in our workplace. The parties agree that it is everyone's responsibility to report near misses and employees who report near misses will not be subject to disciplinary action as a result of reporting the incident. Selection of controls will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. High hazard jobs should be determined by the LJHSC.

IV. Health and Safety Review Boards

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

(A) Weekly Incident Review Board (WIRB)

The WIRB established at each location is co-chaired by the Plant/Location Manager and the Local Union President. WIRB members will also include the plant/location manager's staff, LJHSC, and the local shop committee. The responsibility of the WIRB is to review and monitor the health and safety program and ~~WCM/WCL~~ Company Manufacturing/Facility process safety related activities at the facility. The LJHSC will provide technical assistance to the WIRB. Any health and safety issues not resolved at the local level will be elevated to the Division Health and Safety Review Board.

(B) Division Health and Safety Review Board (DHSRB)

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

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

The DHSRB shall meet on a regular basis to consider appropriate health and safety matters within the respective divisions, including the review of ergonomics, design in safety activities, Industrial Hygiene and ~~WCM/AWCL~~ Company Manufacturing/Facility process safety ~~pillar~~ activities. Health and safety issues unresolved by the DHSRB will be referred to the NJC.

(C) Special Health and Safety Review Board (SHSRB)

The parties are committed to preventing fatalities and serious injuries. The SHSRB will consist of the DHSRB for Engineering, Office and Clerical and the General Manager/Vice President or their designated representative, Vice President and Director International Union, UAW ~~FCA~~Stellantis Department or their designated representative, the UAW International Servicing Representatives, UAW International representatives, Corporate OSH, and the National Joint Health and Safety Department Co-Leads. In the event of a fatality or serious injury, a special review board meeting will convene as soon as appropriate upon the request of the NJC. The purpose of the SHSRB is to assist in the joint investigation and incident review. An investigation including a safety hazard analysis of the job or operation at issue will be conducted by a joint team including UAW International representatives and ~~FCA~~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 at the Chrysler Technology Center (Local 412, Units 1, 10, 14, 32, ~~57~~, 77) and Chelsea Proving Grounds, Arizona Proving Grounds and Local 889 (all Detroit area units) will consist of one (1) representative appointed by the Management and one (1) representative appointed by the Vice President and Director International Union, UAW ~~FCA~~ Stellantis Department. The maximum number of hours per week in which the Union member of each LJHSC will be allowed to perform their functions shall be in accordance with the following schedule:

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

In our other facilities where there are UAW represented salaried employees, the basic principles of this Memorandum of Understanding, except those provisions pertaining to LJHSCs and tours by Local Representatives, shall apply to our office, clerical, engineering and technical employees. Their interests and/or concerns shall be represented by the Union Representative of the LJHSC.

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

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

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

(1) Hours of Work

Adjustments to the maximum number of hours each Union member of the LJHSC will be allowed to perform their functions shall be made twice each calendar year, (1) effective the second pay period in May, based on the number of hourly employees on the active roll in the facility on the third Wednesday of the preceding month of April, and (2) effective the second pay period in November, based on the number of FCA employees represented by the UAW on the active roll in the facility on the third Wednesday of the preceding month of October. The Vice President and Director of the International Union, UAW ~~FCA~~ Stellantis Department shall advise the Company Employee Relations Staff in writing of the names of the appointees and the facility in which each is assigned. No Union member ~~of a LJHSC~~ shall function in this capacity ~~as such~~ until the Company is so advised and the Company has acknowledged the appointment. ~~The Union member of the LJHSC serve an indefinite term.~~ The Union member will receive training as outlined hereinafter, without cost to them.

(2) Alternate Health and Safety Representative

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

(b)--Notwithstanding paragraph (a) above, the Union member of the LJHSC may be replaced by the Alternate Health and Safety Representative when the member is absent for one (1) day or more to investigate work related fatalities, serious accidents, and, in accordance with V(C), conditions involving imminent danger when such fatalities, accidents or conditions occur during the Union member's absence. Upon provision of one (1) week notification ~~the~~ an Alternate Health and Safety Representative will ~~be released to~~ replace the Health and Safety Representative for absences of one (1) day or more. Management will consider the business conditions to determine the ability to release the alternate in emergency cases where the one (1) week notice is not provided.

When replacing the Union member of the LJHSC, the Alternate Health and Safety Representative shall be subject to all the provisions of the Agreement applicable to the Union member of the LJHSC.

(3) Part Time Health and Safety Representative Obligations

(a)—The Union member of each LJHSC who does not qualify under the schedule herein to perform their functions forty (40) hours per week has a regular job to perform and that

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they will advise their Supervisor on each occasion when it is necessary for them to leave their regular job in order to function as a member of the LJHSC. The LJHSC shall be permitted to attend Shop Committee meetings, Special Conferences when requested, during the portion of such meeting or conference when health and safety issues or grievances thereon are discussed.

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

(c)--When a Union member of the LJHSC is permitted less than forty (40) hours a week away from work the designation of such time shall be made by mutual agreement between the Local Union and the Local Management.

(4) Overtime Scheduling

The Union member of the LJHSC will not be scheduled for Saturday, Sunday, holiday or daily overtime work except as a regular employee in their department and when so scheduled shall not perform their function as a Union member of the LJHSC; provided, however, when ~~three hundred (300)~~ two hundred seventy-five (275), or more than 50% of the regular work force on their shift in a facility of 600 or more FCA employees represented by the UAW are scheduled to work during hours for which they are entitled to receive premium pay under either Section (69) or Section (70) of the National Engineering and Office and Clerical Agreements, the Union member of the LJHSC for that facility will also be scheduled to work and to function as Union member of the LJHSC during such hours. In addition, they shall be scheduled when new equipment and/or major process changes are being installed or tried out which may affect employee safety and one hundred (100) or more of the employees on their shift are scheduled to work.

(5) Function Under Reduced Workforce Conditions

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

(6) Conduct

The Union member of a LJHSC will be permitted to perform their duties during regular working hours, subject to the following conditions; (a) that the time be devoted to the prompt handling of matters which are proper and pursuant to the terms of the Memorandum and (b) that if it is necessary for a Union member of a LJHSC to speak to an employee about a health and safety matter they shall make prior arrangements with the employee's Supervisor to do so.

(7) Working Hours

The Union member of a LJHSC shall be assigned to the first shift.

(B) LJHSC Functions

The LJHSC shall:

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

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

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

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

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

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

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

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

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

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

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

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- ~~Participation in pillar meetings, monthly WCM/WCL calls and lead WCM/WCL training on pillar tools and associated activities (with ULs, TLs & TMs).~~
- ~~Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including: 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 WCM/WCL audits.~~

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

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

(~~m~~l) -- ~~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.

(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).

(~~1~~2) Safety and Industrial Hygiene Equipment

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

(b)--Where necessary, measure noise, air contaminants, and air flow with approved direct reading equipment provided by the Company as set forth hereinafter. The LJHSC shall also use, or observe the use of appropriate industrial hygiene and safety testing equipment as required where available in the facility. The LJHSC shall be provided hands-on training on duct static pressure and face velocity measurement using existing industrial hygiene equipment and will be familiarized with the review and interpretation of data

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

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

(23) Use of Camera/Video Camera

The LJHSC at all locations shall have equal access to a camera/video camera. The LJHSC will be permitted its use as an aid in conducting joint investigations and inspections, where special circumstances dictate the need, such as where photographs/video tapes are necessary to enable the LJHSC to adequately explain or describe serious safety or health problems to responsible facility management. The LJHSC may also use the camera/ video camera to photograph health and safety items that are being referred to the NJC.

Upon request, the Union Member of the LJHSC will be provided with copies of photographs/video tapes which relate to health and safety matters in the facility. Such photographs/video tapes shall remain the property of the Company and shall be for the internal use of the LJHSC only and shall not be reproduced, published or distributed.

International Union Representatives responding to a properly submitted request for Health and Safety assistance, may use cameras and/or video cameras under the same restrictions as the LJHSC, upon approval of a "General Use Photo / Video Camera Registration and Temporary Pass Request".

(34) Place To Work

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

(45) Mortality Data

LJHSC may request the mortality experience pertaining to the facility they represent. Such requests will be referred to the NJC for prompt response using information available to the Company. The NJC will investigate coding of injury/illness cases as necessary.

VI. Research

The Company agrees to permit the NJC to continue to be responsible for evaluating the need for occupational safety and health research, including designating additional projects. The Company and Union agree to examine and conduct research projects on subjects that address immediate health and safety needs. The results of research conducted within Company facilities will only be used for purposes specifically authorized by the NJC. The NJC will be responsible for prompt communication of research findings to affected employees. The NJC, where appropriate, will meet, share information and

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

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

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

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

VII. Training

(A) Training Program Design

The Company agrees to provide additional joint health and safety training to enhance the safety awareness, hazard recognition and technical skills of employees covered under the terms of this agreement. To assure basic uniformity, the NJC will develop guidelines to be used by the facilities and LJHSC to design training programs to meet local needs. The NJC will also develop a system to review and approve health and safety training programs. In addition, the NJC will establish needs assessment and evaluation processes to determine and evaluate existing and future training programs.

The NJC will pursue the most cost effective means for developing effective training programs. Further, the NJC will explore the feasibility and practicability of sharing development costs on common programs with other joint Union-Company training centers.

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(B) Joint Health and Safety Training Sub-Committee

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

(C) Training Programs

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

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

Jointly developed training efforts completed include:

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

The NJC will oversee additional programs in areas such as:

- New hire orientation, in which all new UAW represented employees shall, prior to work assignment on the manufacturing floor, receive at a minimum, jointly developed training in Hazard Communication, Pedestrian Safety and PPE. New employees will receive additional training based on the facility health and safety training needs assessment.

- Refresher training for all employees in existing programs will be conducted within the life of the agreement;

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

All UAW Health and Safety Representatives newly appointed by the International UAW and Company Health and Safety Representatives will complete 240 hours of certification training (employees who have completed a degree in health and safety, related degree or have achieved a nationally recognized certification in health and safety are exempt). Upon completion of the certification training, 24 hours of online training shall be required annually to maintain certification. Certification maintenance training shall be completed during regular working hours. Time spent on recertification will not be deducted from hours allowed for UAW Health and Safety Representatives. In addition, on an annual basis, current and newly appointed facility Health and Safety Representatives will complete one of the following courses: OSHA 30-hour General Industry training, Occupational Health and Safety Technologist Certification, Specialized Industrial Hygiene or Specialized Ergonomics training. The UAW Health and Safety Trainers will be offered RCRA Environmental Certification Training.

The parties agree mandatory Safety Talks addressing refresher training topics on Office Safety, Personal Protective Equipment, Pedestrian Safety, Ergonomics, Hazard Communication, Metal Working Fluids, Adjunct Lockout, Aerial Lift Operation, Crane/Hoist/Sling Safety, Robot Safety, Dock Safety, Hazardous Substances and Low Frequency High Risk will be jointly reviewed by the National Joint Health and Safety Co-Leads and Corporate Safety and approved by the NJC. Safety Talks will be delivered by Supervisors in an appropriate manner agreed upon by the LWCPC with oversight by the NJC. In addition, the Joint Health and Safety computer based training (CGCW-NTCHST14)

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for Safe Operation of Powered Industrial Vehicles shall be repeated at the time in which a PIV operators license is reissued, or as otherwise required in accordance with the Company PIV policy (SMI-124).

The LJHSC will review refresher safety training subjects annually and determine the need for additional refresher training requirements based on injury/illness experience trends at the location.

Jointly developed health and safety training programs are currently available via the Company's training & employee development system. Training programs for UAW represented employees shall be scheduled and delivered under the direction of the facility's UAW Health and Safety Trainer. The UAW Health and Safety Trainer will be provided a computer or assigned a laptop if requested. All Authorized lockout training for necessary employees shall be scheduled and delivered by the facility's UAW Health and Safety Trainer under the direction of the LJHSC.

(D) Job Specific Training

Continue to provide jointly developed health and safety training programs and job specific training, including relevant battery electric training, for ~~of~~ 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

~~WCM/WCL – The appointed UAW Health and Safety Trainer will work with the WCM Technical Environmental (ENV) Pillar at Manufacturing facilities, and the WCL Technical ENV Pillar at PDCs 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/PDC route-map objectives.~~
- ~~Participation in pillar meetings, monthly WCM/WCL calls and lead WCM/WCL training on pillar tools and associated activities (with ULs, TLs & TMs).~~
- ~~Work with members of management and UAW on all shifts/crews to implement pillar activities and remove barriers where applicable in a professional manner (including: EMATs (Environmental Management Audit Training), identification of ENV Unsafe Acts and Conditions & Kaizen Journals).~~
- ~~Improve pillar knowledge through kaizen and project creation, implementation and tracking of results.~~
- ~~Joint development and presentation of environmental material at the WCM/WCL audits.~~

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

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

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

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

VIII. Ergonomics

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

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

(A) Coordination of Activities

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

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

The NJC will make recommendations regarding resources needed to implement these activities. Quarterly, Corporate OSH ~~and ME~~ shall report to the NJC, summarizing current ergonomics activities and future plans. The current composition of the Joint Health and Safety Certification Program contains adequate ergonomic curriculum to allow UAW Ergonomics Analysts and other participants to perform the functions necessary to facilitate ergonomic improvement activities at our facilities. In addition, the ergonomic focus of the current Joint Health and Safety Certification Program will be enhanced with the incorporation of existing Company ~~ME~~ ergonomic courses. Further, ergonomic courses from the UAW President's Health and Safety Department will be reviewed with the National Joint Health and Safety Training Co-Leads and Corporate Health and Safety.

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(B) Local Ergonomics Committees

Each facility has established a Local Ergonomics Committee (LEC) with the objective of introducing and exploring ways to reduce injuries and illnesses through the application of sound ergonomics principles. At Manufacturing facilities, ~~T~~the LEC meeting shall include the LJHSC, the UAW Ergonomic Analyst, the Unit Chair or designated UAW Engineer, a ~~Management WO Pillar Lead~~ representative from Industrial Engineering, Plant Medical, designated Workers' Compensation representative and Plant Production. In addition, the committee will utilize the expert resource(s), of the Plant/Regional Ergonomist where applicable. If certain positions are not applicable at a facility, the LJHSC should document and utilize site specific resources. The LJHSC will serve as co-chairpersons of the LEC. In the event Corporate Health and Safety representatives and/or Regional Ergonomic remediation specialists visit a facility to work on an ergonomic issue, they will coordinate their activities with the LJHSC.

The parties agree to the following:

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

2. The LJHSC shall ensure the appointed UAW Ergonomic Analyst implements responsibilities as defined by the NJC. ~~Where the WCM methodology is implemented, the appointed UAW Ergonomic Analyst will work with the WCM Technical Workplace Organization (WO) Pillar at facilities. 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 facility route-map objectives;~~
- ~~Participation in pillar meetings, monthly WCM calls and lead WCM 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 WCM audits.~~

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

4. This individual shall be responsible to identify "regular" ergonomic fixes each month that meet the criteria defined in the SOP for jobs requiring remediation per the schedule below.

- ~~Thirty~~Fifteen (~~30~~15) per month – At facilities with a full time Ergonomic Analyst.
- Six (6) per month - At facilities with a part time Ergonomic Analyst

5. This individual shall be responsible to perform all ergonomic risk assessments associated with the credited ergonomic fixes. Credited ergonomic fixes will be those that have, both, a complete pre and post ergonomic risk assessment.

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

7. This individual will be required to prepare for the LEC meeting that will be held on a bi-weekly basis at Engineering Office and Clerical locations and monthly in Engineering Office and Clerical facilities with a part time analyst. The preparation will include performing ~~Pre-ErgoPal~~ prioritized ergonomic assessments and all applicable secondary assessments to provide a list of identified jobs ~~that are prioritized~~ by highest risk for the LEC to review. For the jobs that are jointly identified as fixable by the LEC Co-Chairs, the ergonomic analyst will be responsible to; provide~~;~~ a completed ~~ErgoFix~~ ergonomic assessment in the ergonomic database~~;~~; provide recommendations to eliminate or reduce the risk(s) identified in the ~~ErgoPal~~ ergonomic assessment~~;~~; identify and follow up with the key people responsible for progress; keep a record of all minutes and sign in sheets; and provide evidence of ergonomic risk reduction by performing a Post-~~ErgoPal~~ ergonomic assessment.

8. ~~The Ergonomic Analyst and a designated Workers' Compensation representative shall be members on the LEC.~~ The LEC shall continue to function as initially established, and the local parties, including LWCPC, 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, ~~BekPak to look at lifting and lowering conditions,~~ the Snook-Ciriello Tables to evaluate push and pull motions, and the Company ~~manufacturing engineering~~ ergonomic guidelines. The parties will continue to jointly investigate new Ergo tools and make recommendations to the NJC on the need to study these tools in our facilities. This may include the use of additional secondary quantitative assessment tools such as Rapid Upper Limb Assessment Postural Risk (RULA), the ACGIH Hand Activity Level TLV, Multimedia Video Task Analysis (MVTA), Humanscale, U of M Energy Expenditure, and others. ~~Training will be provided for UAW Ergonomic Analysts in the Secondary Analysis tools identified above. Additional requirements will be assessed by the NJC for approval.~~

~~11. The Ergonomic Analyst will be afforded the opportunity to attend the WCM WPI course that includes training and provides access to the WPI applicable Jack software.~~

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

(C) Control Measures and Skilled Trades

Selection of control methods will be based on the hierarchy, which gives preference to engineering solutions over procedures and personal protective equipment. Members of the LEC will consider solutions within a combination of feasible controls such as:

a. Re-design or re-orient parts, tools and equipment
b. Use of mechanical devices or power tools

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c. Provide adjustable fixtures and work surfaces
d. Job re-design
e. Computer Workstations

The joint parties recognize that ergonomically designed computer workstations are important factors in eliminating risks associated with posture and protecting against ergonomic related injuries. By applying approved control measures, we can significantly reduce ergonomic hazards. In that context, any workstation ergonomic concerns should be referred to the LJHSC to determine if a workstation ergonomic assessment is required or consultation with Plant Medical. At a minimum, the following elements will be considered when investigating computer workstations:

1. Company Workstation Guidelines
2. Working Positions
3. Workstation Components

As interim measures pending engineering changes, or where engineering changes are limited in controlling risk factors, administrative controls and feasible work practices will be implemented. Administrative controls such as job sharing and job rotation will be considered. Where element(s) are added to an existing work station and an operator with physical restrictions is assigned to that workstation, the LJHSC shall review the results of the updated ~~ErgoPAL~~ ergonomic assessment for additional ergonomic considerations. The recommendations of the LEC shall be mutually agreed upon with the Shop Chairman and the Labor Relations Supervisor. Problems not resolved at the local level will be forwarded to the DHSRB for final resolution. Jobs considered potential candidates for administrative control practices will be reviewed by the UAW ~~h~~Health and ~~s~~Safety ~~t~~Trainer/~~e~~Ergonomic ~~a~~Analyst and Plant Medical to determine that the original condition will not be further aggravated. Any type of control established should be evaluated within 30 days of its implementation to confirm its effectiveness. After three months, ~~the symptom survey / medical visit review section and the operator / analyst input section of the Post ErgoPAL must be updated. I~~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 ~~a~~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 Eergonomic ~~a~~Analyst must use the Ergonomics Database ~~Suite~~ to record progress with ergonomic modification efforts for the purpose of documentation and communication. In that regard, a monthly report will be required of the LEC to be forwarded to Corporate OSH and the UAW ~~FCA~~ Stellantis Department. Each facility shall target a six (6) month time frame to implement feasible measures in accordance with LEC recommendations to control MSD risk factors. The LEC is to develop a "top five" list of the most concerning jobs requiring remediation. Factors to be considered for placing a job on the "top five" list shall include injury rates, ~~ErgoPAL~~ ergonomic assessment scores, lost work time rates and investment cost paybacks. The LEC will work aggressively to find practical, feasible, economical solutions to the "top five" list. In the event that the LEC believes that a

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

(E) Ergonomic Support Equipment

Ergonomically-designed seats, and chairs are considered appropriate solutions to control ergonomic risk factors. The Company agrees that it will not remove approved ergonomic support equipment that is currently in use for ergonomic reasons without mutual agreement with the LEC.

(F) Program Management

The Company will continue to support a medical management program for early detection, treatment and placement of employees with musculoskeletal disorders (MSD's).

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

The parties agreed that in order to strengthen our health and safety initiatives, the NJC will design and deliver combined annual Health and Safety and Ergonomics conference to disseminate information about state-of-the-art application, to review project funding procedures and other health, safety, and ergonomic administrative matters and to share information on successful local health, safety, and ergonomics projects.

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

This procedure shall not preclude the filing of a Health and Safety Grievance at Step 1 of the Grievance Procedure.

The parties are hopeful that by providing these resources, positive gains in employee morale, injury rates, quality and costs will be realized.

(G) Standing Support Solutions

The Company continues to replace traditional matting with a safer alternative wood composite support solution in our UAW represented facilities. The use of wood composite support solutions will not apply to locations where not technically feasible, such as spray booth operations. Prior to the installation of alternative standing support solutions, the LJHSC will review the proposed alternatives and communicate the agreed changes to the appropriate personnel. Options for standing support solutions are defined, and installation implemented, in accordance with the jointly reviewed Guidelines for Standing Support Solutions. The LJHSC and the 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

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

IX. Energy Lockout/Energy Control Program

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

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

Machine and equipment lockout/energy control graphics required by the Company's Policy (SMI -107) shall be reviewed biennially to ensure lockout points are appropriately identified and representative of the procedure required for lockout/energy control. The LJHSC shall maintain documentation of the completed reviews.

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

X. Improvement of Medical and Industrial Hygiene Services

(A) Industrial Hygiene Monitoring

The Company is committed to regular monitoring of employee exposures to regulated and/or hazardous workplace air contaminants and measurement of ventilation system functioning at operations with a potential for hazardous exposures.

(B) Consultants

The Company reserves the right to select and hire appropriate consultants for health and safety services. The Union will be provided Consultant(s) qualifications based on specific legitimate requests. The Union may recommend consultants for Management's consideration. Included in such recommendation should be an account of the qualifications of the consultants recommended by the Union.

The LJHSC will be informed regarding the engagement of consultants to provide industrial hygiene and safety services. Qualifications of such consultants will be provided

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

(C) Medical Visit Report

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

(D) Air Sampling Plan

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

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

(E) Chemical Hazards & Permissible Exposure Limits

1. The NJC will regularly review established permissible exposure limits, such as OSHA Permissible Exposure Limits (PELs), ACGIH TLV's, and NIOSH recommendations to ensure appropriate Company Exposure Limits are implemented. The Company agrees to make available to the NJC and the LJHSC, Company Exposure Limits on an annual basis. Further, the Company will discuss limits lower than OSHA Permissible Exposure Limits (PEL), where necessary, taking into consideration such things as OSHA proposals, NIOSH recommendations, ACGIH TLV's, consensus standard recommendations and other validated and consensed scientific evidence as well as technical and economic feasibility. In addition, special emphasis on chemical control programs will be continued for cutting fluids.

2. The parties recognized that great strides have been made over the years to improve the air quality in Powertrain plants that use metal working fluids. Significant attention to employee health and safety has resulted in average metal working fluid mist levels well below 1 mg/M^3. In addition, locations with new installations have achieved average levels at or below 0.5 mg/M^3. The Company advised the Union of our intent to continue similar efforts throughout the life of the current Agreement. To that end, we endeavor to engineer and design new equipment to obtain a mist level of 0.5 mg/M^3 time weighted average for initial start-up and also agree to prioritize controls for workstations where employee mist exposures exceed 0.80 mg/M^3 time weighted average. The metal working fluids safety talk and medical surveillance (consisting of a standardized respiratory symptom questionnaire) for respiratory effects of metal working fluids will continue to be offered to employees. In addition, senior leadership

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of the Company agrees to provide direction to the affected Powertrain Plant Managers requiring them to implement a stringent preventative maintenance program inclusive of a filter change 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 facility by the Company's Industrial Hygiene Staff and provide special surveys and related results upon the request of either facility management or the International Union. The Union member of the LJHSC shall be allowed to accompany health and safety specialists whenever hired by the Company to perform the functions normally performed by the Company's Industrial Hygiene Staff. Such specialists' reports, including recommendations for the correction of identified overexposures or unsafe conditions, will be provided to the LJHSC and to the National Joint Health and Safety Co-Leads via Company email system when distributed.

2. During this Agreement the Company agrees to provide the LJHSC a facility noise survey at each applicable facility. The survey will include noise measurements that illustrate levels above 85 dBA, between 80 and 85 dBA, and below 80 dBA. In addition, the LJHSC will be provided an overview of noise abatement control methods. The Company will endeavor to engineer and design new equipment to attain a time weighted average noise limit that does not exceed 77 dBA for initial production start up as specified in the Company Sound Level Specification for Industrial Machinery and Equipment.

(G) Full Chemical Formulas and Identity of Materials

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

(H) Facility Ambient Temperature

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

(I) Medical Services

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

(J) Medical Exams

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

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

(K) Employee Access to Medical Test Results

The Medical Staff shall protect the confidentiality of employee's personal health information and medical records as required by applicable law and professional conduct. Patient interviews shall take place at a location that ensures privacy, as in~~,~~ an exam room.

Each employee or their authorized ~~designate,~~ designee, upon written request of the employee, will be provided access to his or her medical record information within the framework of existing laws and corporate procedures. Whenever an employee requests access to that employee's medical record, the Company will ensure that access is provided in a reasonable time, place, and manner within five (5) working days for active employees. Any unresolved issues will be directed to Corporate Medical Operations.

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

(L) Medical Operations

1. The Company has coordinated healthcare services in order to achieve timely, optimal quality care delivered in a cost-effective manner. Great emphasis has been placed on internal medical departments continuing to meet regulatory requirements and guidelines set forth by nationally recognized medical organizations.

2. The Company shall maintain a coordinated medical emergency response process (First Responder notification, CPR, AED, and ~~EMA~~ EMS notification) to achieve prompt and effective response to medical emergencies on the facility floor. AED response will be reviewed by the LJHSC, Security and the Plant Physician/Nurse ~~Practioner~~ Practitioner annually.

3. The Company agree~~d~~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~~.

(M) Lactation Rooms

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The Company agrees to provide an appropriate room that is private and secure for nursing mothers to express milk at non-work times during the workday in accordance with applicable law. The LWCPC, the LJHSC and the Facility Manager shall work together when establishing a location for the lactation room. At a minimum, the room shall be located outside of the facility's Medical Operations and shall include a table, chair, electrical outlet, a waste basket, hand sanitizer and be properly maintained on a regular cleaning schedule. The LWCPC may agree to provide access to a refrigerator and locate a lactation area to a room that currently has running water.

XI. New Equipment Review

The Company agrees to, as early as possible in the planning process, involve the LJHSC in the joint review of new facility layouts, new, modified and relocated manufacturing equipment and major process changes where employee health or safety may be affected. This process has led to reviews that are dependent on the complexity of the project, to provide that Plant Local Joint Committees are involved with Manufacturing Engineering at the appropriate steps in the project build cycle. This review process will be incorporated into the new equipment specifications. The LJHSC will provide technical support, review risk assessments and consult with other subject matter experts as needed. Completing these reviews may include participating in equipment or process layout reviews. The LJHSC may be required to travel to vendors, facilities or other locations to review such equipment and/or processes. The NJC will oversee development and administration of training regarding design-in-safety for the LJHSC. In addition, management will periodically review with the International Union the introduction of new technology and/or chemicals at Company locations where employee health or safety may be affected.

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

XII. Preventive Maintenance

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

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

XIII. Emergency Response

Each facility shall have an effective emergency plan that addresses the facility's response to health and safety emergencies. The plan will include trained volunteers that can assist in an emergency response situation when Security Services and/or Medical has not yet arrived on scene. Security Services and/or Medical will direct all aspects of the emergency response coordination, including directing the involvement, if required, of the volunteers and involving the local Incident Management Team as necessary. Each location will select volunteers that work in major populated production areas and remote locations of the facility. A volunteer for each of these areas will be afforded time off their job in the event

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of an emergency in their designated area. The areas will be determined by the LWCPC and Local Security Operations at each location. Training will be provided to the appropriate level of response based on the guidelines established by Corporate Medical Operations and Corporate Security Services. In conjunction with the emergency plan, where appropriate associated equipment will be provided to all parties.

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

Annually each facility shall perform an appropriate evacuation drill and provide a safety talk covering the take-shelter procedures on each shift when workers are present.

XIV. Refusal of Hazardous Work

A worker who has a reasonable belief that their work assignment may result in serious physical injury or illness, may immediately notify supervision. Failing resolution, the issue may be discussed with their union representative.

Should technical consultation be necessary, the LJHSC will be notified. Upon joint recommendation, the machine or operation will be taken out of service to perform any and all corrective action.

Failing resolution of the matter, it may be taken up in accordance with Section (19) of the Grievance Procedure.

XV. Working Alone

The Company will take the appropriate precautions when an employee is required to work in an isolated area and the assignment has recognized potential hazards.
The LWCPC will ensure appropriate precautions including air sampling ventilation personal protective equipment, communication systems, personnel surveillance arrangements and, as required, adequate support personnel assigned to the area. When an employee brings to Management's attention a situation where they are reasonably concerned their safety is at risk because they are working alone, management will provide a Job Safety Risk Assessment (JSRA). If a JSRA is not available, the LJHSC will coordinate the completion of a JSRA within 5 working days. The LJHSC working with the local joint leadership, will determine if appropriate interim safety measures are required, which based on risk, may include the use of skilled trades working in the same work group, until the JSRA has been completed. Following completion of the JSRA, each location will jointly update or develop a written Standard Operating Procedure for the job task assigned in the isolated area.

Employees shall be prohibited from working alone when troubleshooting live electrical systems 600 volts or greater. Employees handling potentially hazardous materials for non-routine activities may consult the LJHSC for specific requirements. This will not change or restrict any mutually satisfactory local practice. Problems with any of the above items, which cannot be easily resolved, shall be referred to the LJHSC for disposition.

XVI. Fall Protection Program

Both parties jointly recognize that eliminating injuries from falls will require a comprehensive fall protection program to ensure employees are trained, fall hazards are identified and procedures are implemented.

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The Company has implemented a fall protection program that follows the guidelines established in the Company policy on Fall Hazard Control Requirements (SMI-157). The preferred method to prevent a fall hazard is to eliminate the hazard or control exposures. If it is not feasible, then fall protection methods should be selected based on a hierarchy of control measures.

The implementation of a well-designed fall protection program followed by trained employees will eliminate fall hazards and prevent injuries. ~~Fall protection equipment certification training will be offered to the LJHSC during this contract. Individuals or suppliers selected to conduct the formal equipment certification and associated records remain a Company responsibility.~~ New Apprentices will receive hands on fall protection training as part of their apprenticeship program. In addition, existing skilled trades employees who work at heights will receive site specific fall protection training based on NJC guidance. Within ninety (90) days following ratification of the Agreement, the written program will be reviewed and signed by the LJHSC and the LWCPC to ensure compliance with government regulations and applicable Company instructions and submitted to the NJC.

XVII. Personal Protective Equipment and Safety Glasses

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

The Company will provide prescription safety glasses to seniority employees, and to temporary employees after completing 30 days of employment, provided such employees work on a job or in an area where eye protection is a company requirement. Such employees must provide a prescription from their own doctor or optometrist. The Company will replace such glasses if damaged by a cause attributable to the employee's employment or if the employee presents a new and different prescription from their doctor or optometrist. The Company will establish the standards and specifications for the frames and lenses and will select the manufacturing source. The local parties can jointly agree on an efficient process for the distribution of prescription safety eyewear which may include offsite options.

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

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

XVIII. Powered Industrial Vehicles and Pedestrian Safety

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

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

XIX. Inspections and Grievances

The Steward in each district of a facility will conduct a weekly tour and report to the LJHSC any safety or health conditions which they believe to be in need of correction which they have not been able to get corrected through discussions with Management in their district.

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

This procedure shall not preclude the filing of a Health and Safety Grievance at Step 1 of the Grievance Procedure. The primary responsibility of resolving differences involving health and safety matters remains with the facility supervision and the Local Union representatives.

Grievances arising under these provisions shall not be in the jurisdiction of the Appeal Board.

XX. International Union Access and Confidentiality

The Company agrees to:

(A) Provide access, upon reasonable notice, to all Company facilities and locations to health and safety representatives of the International Union. Reports surveys will be provided to the Company.

(B) Provide to the Union member of the Local Committee and to the National Committee prompt notification of fatalities and serious accidents. Upon making proper arrangements, immediate investigation may be made of such events by the International Union's health and safety professionals upon request.

The Union agrees to maintain in a confidential manner any statistical data or proprietary information supplied to it under the terms of this Memorandum of Understanding.

XXI. Employee Rights

Nothing herein shall be construed to restrict any employee's rights under Section 502 of the National Labor Relations Act, as amended by the Labor Management Relations Act, 1947.

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XXII. Liability

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

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

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

~~FCA US LLC~~

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

M-14

MEMORANDUM OF UNDERSTANDING
ON FCA-UAW CENTER FOR EMPLOYEE DEVELOPMENT

The parties recognize the importance of conducting ~~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 Employee~~s~~' 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 20~~19~~23 National Agreement. With regard to the operation of the Trust Funds and the programs designed and funded under the respective Trust documents and in accordance with this Memorandum of Understanding, the parties agree as follows:

1. The assets of the Trust Funds will be used for the exclusive benefit of ~~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.

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2. The trustees of the LMC and VEBA Trusts will provide the Company with annual budgets for the labor-management activities and employee benefit programs described in this MOU, the collective bargaining agreement, and the trust documents. After reviewing the budgets the Company will make contributions to the Trusts as set forth in the 2023 Funding Addendum except to the extent that the Company reasonably believes such contributions would violate Section 302 of the Labor Management Relations Act.
23. The joint purchase, sale or distribution of FCA-UAW promotional products and novelty items shall be prohibited.
3.4.~~The Company shall have the right to review all proposed expenditures of the Trustees of the respective Trust Funds and to accept, modify, or reject those expenditures in the sole and exclusive discretion of the Company.~~ The Company will draft and present recommended ~~is responsible for establishing~~ internal controls for the Trust Funds, ~~and such~~The Trust Funds will be audited on an annual basis by an external independent public accounting firm, and the Company and the Union will receive a copy of such audit each year.

Dissolution of the NTC and Transition of Joint Activities to Trust Funds
1. Company and UAW representatives on the NTC Board of Directors ("NTC Board") will begin proceedings to dissolve the NTC when the Trust Funds are operational ~~on the effective date of the 2019 National Agreement~~ in accordance with applicable laws. At the point the Trusts are operational, ~~established and except as required during the transition period,~~ the NTC shall cease having any involvement in any activities, training, other endeavors, and any other joint functions of any kind~~;~~. Further, after the Trusts are operational, except as required to effectuate the transition of the joint activities to the Trust Funds or for the dissolution of the NTC itself, the NTC shall refrain from withdrawing or expending any funds, making any payments or transfers, and from incurring any new financial commitments and liabilities; and all Company payments, expenditures and funding of any kind relating to the NTC shall cease. The NTC Board will also arrange for an independent audit of the NTC's property, assets, expenditures, income, liabilities, other finances and activities, the results of which will be provided to the Company and the UAW. ~~The NTC Board will make all necessary arrangements by April 30, 2020 for the National Training Center building located at 2500 East 9 Mile Road, Warren, MI 48091 to be sold, with the proceeds going to the NTC. The NTC Board will also make all necessary arrangements by April 30, 2020 for the Regional Training Center located at 1315 East Hoffer Street, Kokomo, Indiana 46902 to be sold, with the proceeds going to the NTC. The NTC Board will also arrange for an independent audit of the NTC's property, assets, expenditures, income, liabilities, other finances and activities, the results of which will be provided to the Company and the UAW.~~The NTC's dissolution will not be finalized until the documents governing the operations of the LMC and VEBA Trusts have been completed.
2. As soon as practical after the VEBA Trust is operational, the NTC will transfer the NTC building located at 2500 East Nine Mile Road, Warren, MI 48091, along with any related real property("NTC building") to the VEBA Trust at no cost. The Company intends to purchase the NTC building from the VEBA Trust. The parties agree that the Company and the VEBA Trust will seek a prohibited transaction exception from the U.S. Department of Labor permitting the VEBA Trust to sell the NTC building to the Company. If the exemption is granted, and the Company acquires the NTC building, it will lease to the LMC and VEBA Trusts, at no cost, the space at the NTC building currently used in connection with the operations to be transferred to the Trusts for the duration of the 2023 National Agreement. Thereafter, the Trusts will have the option to extend the leases for three successive terms of four years each. If the Company sells the NTC building during the term of such a lease, it will require the buyer, as a condition of the sale, to assume the leases and offer the Trusts the option of extending the leases for any remaining four-year term(s). In the event that the NTC building is no longer leased to either the LMC or VEBA Trust, the Trustees of the LMC

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

~~2~~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 ~~Company~~ NTC Board.

~~3~~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.

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 (WCM) and other Joint Committees and activities as may be mutually agreed to by the Union and the Company.~~

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

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

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

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

1. Modifications to the LMC Trust

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

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

2. Modifications to the VEBA Trust

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

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

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

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

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

Transition of NTC Operations and Personnel

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

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

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

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

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

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

National Joint Program Representatives

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

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

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

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

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

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

General

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

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

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

MEMORANDUM OF UNDERSTANDING

ON UAW-FCA CENTER FOR EMPLOYEE DEVELOPMENT

2023 Funding Addendum

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

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

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

4. 2024 Funding:

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

5. 2025 Funding:

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

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

b. 44% of the 2025 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.

c. The 2025 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2024, 2/28/25, 5/31/25 and 8/31/25. The Company will provide the Trusts with information showing the basis on which the 2025 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2024.

6. 2026 Funding

a. The Company agrees to fund the Trusts' 2026 operations by making a contribution ("2026 Contribution") equal to the greater of: (i) the total Compensated Hours of all UAW-represented FCA employees for the period starting 11/1/24 through 10/31/25 multiplied by 38 cents or (ii) the aggregate amount to be contributed to the Trusts to fund their 2025 operations before any offset is applied multiplied by 1.03.

b. 44% of the 2026 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.

c. The 2026 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2025, 2/28/26, 5/31/26 and 8/31/26. The Company will provide the Trusts with information showing the basis on which the 2026 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2025.

7. 2027 Funding

a. The Company agrees to fund the Trusts' 2027 operations by making a contribution ("2027 Contribution") equal to the greater of: (i) the total Compensated Hours of all UAW-represented FCA employees for the period starting 11/1/25 through 10/31/26 multiplied by 39 cents or (ii) the aggregate amount to be contributed to the Trusts to fund their 2026 operations before any offset is applied multiplied by 1.03.

b. 44% of the 2027 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.

c. The 2027 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2026, 2/28/27, 5/31/27 and 8/31/27. The Company will provide the Trusts with information showing the basis on which the 2027 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2026.

8. 2028 Funding:

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

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b. 44% of the 2028 Contribution will be contributed to the LMC Trust and 56% will be contributed to the VEBA Trust, unless the parties agree that circumstances warrant a different allocation.

c. The 2028 Contribution will be transferred to the appropriate trust in four equal quarterly installments by 11/30/2027, 2/29/28, 5/31/28 and 8/31/28. The Company will provide the Trusts with information showing the basis on which the 2028 Contributions are calculated, if based on Compensated Hours, no later than November 30, 2027.

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

Example for LMC Trust:

Aggregate Contribution for 2024$28.64M
Contribution to LMC Trust (44%)$12.60MLMC
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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E / O & C

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

M-15

Memorandum of Understanding

on FCA-UAW Center for Employee Development

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

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

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

Exhibit "A"

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

10/30/23
(105)

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

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

10/30/23
(106)

FCA

E / O & C

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

S-2

Salaried Bargaining Unit Temporary Employees

During the 2019 negotiations, the parties discussed circumstances where business needs may exist that require the utilization of temporary salaried bargaining unit hires beyond the scope provided for in Letter (13) Temporary Hires, as contained in the 2019 O C & E Agreement and the applicable provisions of the 2009 Addendum, and the Loan and Security Agreement. The parties agreed to apply applicable sections of the S-1 provision of the Production, Maintenance and Parts Agreement to the Temporary Hires Letter (13) of the E O & C Agreement. Pursuant to and consistent with the above referenced agreement, and by mutual agreement, on a case by case basis, the parties may utilize temporary employees to support business requirements and ensure efficiency of business operations during periods when multiple programs are being developed and launched simultaneously, during times of peak workloads, and in other unforeseen circumstances.

Therefore, it is agreed this Supplemental Agreement shall govern the employment of such temporary employees.

Due to the nature of the work performed by the salaried bargaining unit, temporary employees hired by the Company shall normally be scheduled to work Monday through Friday, in addition to premium days, subject to the following:

A. Temporary employees may be scheduled to work daily overtime and on days for which regular full-time employees receive premium pay as such for time worked provided they do not displace regular full-time employees.

B. The employment by the Company of temporary employees shall not be considered as an infringement of the rights of regular employees under the 2019 Engineering Office and Clerical Agreement. In no case will a seniority employee be indefinitely laid-off from a plant if the plant is regularly scheduling temporary employee Monday through Friday. At the time of a reduction in force, a seniority employee who is to be indefinitely laid off from the plant pursuant to such a reduction may elect to displace a temporary employee.

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

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KAH 9/8/23

the discharge or termination of a temporary employee in cases of claimed discrimination on account of race, color, religion, age, national origin, status as a qualified person with a disability, sex, including sexual harassment, sexual orientation, gender/identity expression, union activity, and membership in any legally protected class.

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

E. A temporary employee shall be subject to the provisions of Sections (9) through (14) of the 2019 Engineering Office & Clerical Agreement. The initiation fee and monthly dues regularly required of temporary employees shall be as determined by the International Union, UAW. Notice of the amounts of such fees and dues shall be given to the Company in writing by the International Union, UAW.

F. This Agreement shall become effective concurrently with, and continue in full force and effect during the term of the Engineering Office & Clerical Agreement.

G. A temporary employee shall be eligible for a profit sharing payment consistent with Exhibit F - Supplemental Agreement (Profit Sharing Plan) on a pro-rated basis.

H. A temporary employee shall receive payment at the employee's straight-time salary rate for any of the holidays enumerated under Section (71) of the 2019 FCA US LLC-UAW Engineering, Office, and Clerical Agreement when such holidays occur on a regular workday on the employee's workweek, provided the employee (1) actually worked at least ninety (90) days prior to such holiday, (2) worked his last scheduled working day prior to and his next scheduled working day after such holiday within the scheduled workweek, and (3) would otherwise have been scheduled to work on such day if it had not been observed as a holiday.

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

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

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E/O&C

Plant Closing and Sale Moratorium

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

O&C&E
(9) Plant Closing and Sale Moratorium

International Union, UAW

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

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

As a result of your deep concern about job security in our negotiations and the many discussions which took place over it, this will confirm that during the term of the new Collective Bargaining Agreement, until ~~September 14, 2023~~ April 30, 2028, the Company will not close, nor partially or wholly sell, spin-off, split-off, consolidate or otherwise dispose of in any form, any plant, asset or business unit of any type, constituting a bargaining unit under the Agreement.

It is understood that conditions may arise that are beyond the control of the Company, e.g., act of God, catastrophic circumstances, market related volume declines, or significant economic decline concerning the subject. Should these conditions occur, the Company will discuss such conditions with the International Union.

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

Accepted and Approved:

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

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FCA

E / O & C

Employee-Retiree New Vehicle Purchase/Lease Programs

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

O & C & E
(12) Employee-Retiree New Vehicle Purchase/Lease Programs

International Union, UAW

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

Dear ~~Sirs~~ Rich Boyer:

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

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

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

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

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

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

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

Accepted and Approved:

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

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FCA

E/O&C

Sale of Operations

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

O&C&E
(15) Sale of Operations

International Union, UAW

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

Dear ~~Mrs. Estrade~~Mr. Boyer:

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

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

Accepted and Approved:

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

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E / O & C

Discrimination and Harassment Prevention

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

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

International Union, UAW

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

Dear Sirs:

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

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

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

EEO Compliance & Governance office, or

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

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

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- Protect the privacy and reputation of all individuals concerned;

- Maintain confidentiality throughout the investigation process and share information only on a need-to-know basis; and

- Assure that persons against whom allegations are made are treated fairly.

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

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

The Company and the UAW are in agreement that complaints of sexual harassment should be dealt with promptly and fairly under existing internal procedures as provided under Section (4) Letter (124) of the National Agreement and Appendix A, the joint UAW-Management Sexual Harassment Complaint Investigation Process.

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

Accepted and Approved:

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

Appendix A

Sexual Harassment Complaint Investigation Process

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

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

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

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An Investigation Team will be formed that will include at least one (1), but not to exceed two (2) representative(s) from the Local Union, which may include members of the local Civil Rights Committee, in accordance with Section (4) and Letters (124) and (20) of the National Agreement. Recognizing the desirability of an investigative team made up of one male and one female; each facility will attempt to structure the team accordingly. The EEO Compliance and Governance Office may elect to name a representative to serve as an additional member of the Investigative Team or, where the EEO Compliance and Governance Office is not part of the Investigative Team, local facilities are encouraged to confer with that activity for any guidance that may be required.
In conjunction with the EEO Compliance and Governance Office presence, the Chrysler Department-UAW may elect to also name an additional representative to the Team. Also, where the EEO Compliance and Governance Office is not part of the investigation, the local Human Resources Manager will, upon completion of such investigation, forward to that activity a confidential copy of the file. Investigations of sexual harassment are to be conducted in a lawful and as expeditious a manner as possible.

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

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

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

EEO Compliance and Governance Office
Group Human Resources
Corporate Employee Relations

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

Actions taken in sexual harassment cases will be reported by the local Human Resources Manager to his or her respective Group Human Resources Manager, as well as the EEO Compliance and Governance Office.

Or in the case where the EEO Compliance and Goverance Office participated, final disposition shall be reported to the local Human Resources Manager by his or her respective Group Human Resources office. In all cases, the complainant is to be advised when the case is "closed." Such actions shall be monitored to ensure closure to all allegations is accomplished and corporate wide consistency relative to actions taken is

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maintained. Any discipline assessed shall be done consistent with normal requirements for notification, representation, etc. In cases where an employee is found to have engaged in misconduct of a sexually harassing nature, the transfer of that employee or the transfer of the employee who made the complaint, will generally not be considered appropriate corrective action nor the sole remedy on resolving the complaint. Appropriate discipline, up to and including discharge, may be imposed.

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

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

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

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

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

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

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

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

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

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

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

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

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

Accepted and Approved:

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

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World Class Employee Participation

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

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

International Union, UAW

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

Dear ~~Sirs~~Rich Boyer:

During discussions leading to the ~~2011~~2023 Agreement, the parties reviewed the fact that in many of our facilities, the local parties have assigned Local Union representatives and appointees to the ~~Technical Pillars~~ Domains as joint ~~Pillar~~ leads. The parties agreed that a full fledged partnership in ~~WCM~~ Stellantis Production Way (SPW) implementation including development, leadership, administration, execution, training and coaching is necessary for success. The parties also shared their concern that the concept of full fledged partnership through joint ~~Pillar~~ leadership must not result in selective implementation of ~~WCM~~SPW. 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, ~~WCM~~SPW 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 WCM implementation.~~ It ~~was~~ is also noted that ~~WCM~~SPW is an operating system owned and operated by ~~Fiat~~Stellantis, the terms and conditions of which are proprietary and that the purpose for the requirement to jointly implement ~~WCM~~SPW fully is to build the manufacturing organization to ~~W~~world ~~C~~class 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 ~~WCM~~SPW implementation, execution, training and coaching as a full and complete operating system in order to realize the manufacturing competitiveness required for Company success and for employees to share in that success.

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

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

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

- ~~WCM~~SPW is ~~the most~~ a holistic road-map to Lean Manufacturing the parties have experienced.

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

Accordingly, the parties have arrived at the following understandings:

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

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

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

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

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

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

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

The objective of these understandings, is to jointly accelerate and improve the systematic and full implementation of ~~WCM~~SPW. The parties agreed that ~~WCM~~SPWis 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 ~~WCM~~SPW that are designed to result in short term gain and advance personal agendas. The parties also agree that senior level Management will instruct and encourage its managers at the shop floor level to solicit, welcome and give full weight to the voice of employees ~~for~~ for the purpose of generating the dialog necessary for moving from mere employee compliance, to understanding and internalization of ~~WCM~~SPW.

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 ~~WCM~~SPW shall replace and supersede all prior Employee Participation programs ~~referenced in our collective bargaining agreements i.e., PQI, WQM, 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 (NWCPC) established below may review aspects of the model such as the Team Leader selection and removal process for the purpose of closer alignment with ~~WCM~~SPW.

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

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Any issues on ~~WGM~~SPW 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 Holiefield~~Rich Boyer

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FCA

E / O & C

Activities Representative - Kokomo/ITP and Belvidere

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

O&C&E
(56) Activities Representative - Kokomo/ITP and Belvidere

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

Accordingly, it is agreed that, subject to the conditions set forth below, the International Union, UAW may appoint one (1) Activities Representative each for the combined Kokomo/ITP ~~and Belvidere locations~~ who shall be a regular ~~salaried~~ employee on the active roll having seniority and in a unit represented by the UAW. Belvidere shall have a regular salaned employee on active roll and having seniority and in a unit represented by the UAW.
Responsibilities will include but are not limited to the following:

-- Health and Safety matters pursuant to the terms and conditions of the Memorandum of Understanding - Health and Safety.

-- EAP duties as deemed appropriate pursuant to the terms and conditions as set forth in Letter (74), Employee Assistance Program Representative.

-- Benefit matters relating to pension, insurance programs and SUB local appeal matters subject to the terms and conditions as set forth in Letter (62).

-- Other activities that may be required and agreed upon by the parties.

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

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

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

Accepted and Approved:

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

JJF 9/6/23
TMM 9/6/23

TB 9/8/23 MDH
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(124)

FCA

E / O & C

Tuition Assistance Plan

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

O&C&E
(60) Tuition Assistance Plan

International Union, UAW

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

Dear ~~Sirs~~ Rich Boyer:

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

~~— who are laid off to improve their chances for reemployment;~~

~~— or who are on the active roll to enhance their opportunities for advancement.~~

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

Courses

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

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

Schools

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

Prior Learning Credits

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

Funding

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

Administration

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

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

The National Training Center has the authority and discretion to interpret the terms of the Plan under the provisions of the Memorandum of Understanding on ~~Joint Activities (M-3)~~ FCA-UAW Center for Employee Development (M-14). This authority includes, but is not limited to, the authority and discretion to approve schools and courses under the Plan and to issue guidelines interpreting the Plan.

~~TUITION ASSISTANCE PLAN FOR ACTIVE WORKERS~~

Eligibility

~~The participant must be a~~ Eligible employees are defined as a UAW represented ~~Chrysler~~ FCA employee on the active employment rolls or on temporary layoff with seniority under the terms of the current ~~Chrysler~~ FCA US LLC / UAW National Agreement. Employees must be on active roll or on temporary layoff for the duration of the course term. However, employees who are attending a degree seeking program and become temporarily disabled due to a compensable occupational injury may be entitled to utilize the applicable Tuition Assistance to enroll in one additional college term. Also included are eligible UAW represented FCA employees on Military Leave of Absence or who have been appointed or elected as union officials on leave of absence under Section (67)(a)(i) of the National Agreement.

Supplemental Employee Eligibility

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

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

Type of Assistance

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The Plan will provide for tuition and/or compulsory fees to be paid directly to the school providing the course in which the applicant intends to enroll. There shall be no duplication of tuition or fees already covered by state or federal education assistance plans or programs. ~~The type of assistance shall be determined according to the following categories and benefit levels specified below:~~ The Tuition Assistance Plan provides up to $8,000 per calendar year for job related degree-seeking courses at nationally and regionally accredited colleges or universities. The Plan allows for up to $1,000 per year (of the $8,000 maximum eligibility) reimbursement for degree related books. Employees must receive a passing grade to qualify for Tuition Assistance. Incomplete and failed courses will not be covered.

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

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

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

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

~~Advance Payment~~

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

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

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

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

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

~~TUITION ASSISTANCE PLAN FOR LAID OFF EMPLOYEES~~

~~Eligibility~~

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

~~Type of Assistance~~

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

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~~programs. Maximum eligibility under this Plan is $8,400 of tuition assistance while on indefinite layoff except as specified below. Eligibility is established by seniority as of last day worked prior to layoff as follows:~~

~~SENIORITY AS OF DATE OF LAYOFF~~	
~~1 to 3 Years~~	~~$6,400~~
~~3 to 4 Years~~	~~$7,400~~
~~4 or more Years~~	~~$8,400~~

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

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

Accepted and Approved:

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

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FCA

E / O & C

Safety and Health Audits

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

(65) Safety and Health Audits

International Union, UAW

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

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

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

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

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An available UAW Nurse will accompany the audit team to facilities with onsite ~~FCA~~ 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~~ fFacilities 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-~~FCA~~ Stellantis Joint Safety and Health audit team will ~~conduct~~ schedule audits as deemed necessary~~, but in no case less than~~ with the intent to audit once every year for manufacturing facilities and Centerline PDC, and once every three years for all other facilities covered under the M-13 MOU as directed by the NJC.

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

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

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

Approved and Accepted:

INTERNATIONAL UNION, UAW
By ~~Cynthia Estrada~~Rich Boyer
9-29-23

FCA

E / O & C

Plant Vacation Shutdown

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

O&C&E
(67) Plant Vacation Shutdown

International Union, UAW

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

Dear ~~Sirs~~Rich Boyer:

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

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

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

Accepted and Approved:

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

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E/O&C

Employee Assistance Program

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

(70) Employee Assistance Program

International Union, UAW

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

Dear ~~Sirs~~ Mr. Rich Boyer:

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

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

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

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

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

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

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

The JAB will continue to direct and guide the development, administration, and delivery at the national level. The Board will continue to be comprised of equal numbers of representatives of the UAW and the FCA US LLC appointed respectively by the UAW Vice President and Director of the National Chrysler Department and the Company's Vice President, Employee Relations. The EAP process will function under the umbrella of the Local World Class Partnership Council (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

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Procedural Guidelines. The Plant/PDC Manager, or Human Resources Manager and the local union President will meet monthly with the EAP representatives to coordinate all EAP Program activities, including promotion of the program to employees, the training of supervisors and union representatives, at their locations, and continuous improvement of the Program, consistent with the provisions of this letter and the guidelines established by the JAB. The EAP representatives will also participate in, and report data reflecting their activities, in a manner not to violate confidentiality, at meetings of the Local World Class Partnership Council, (LWCPC).

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

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

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

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

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

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achieve such a credential within the allotted time period could result in the representative being removed from the Employee Assistance representative position by the UAW Chrysler Department. Newly appointed representatives will, where feasible, be selected two weeks prior to the departure of the preceding representative, for purposes of training and a smooth transition of responsibilities.

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

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

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

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

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

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

Accepted and Approved:

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

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E/O&C

Employee Assistance Program Representative

~~October 22, 2016~~ September xx, 2023

O&C&E
(74) Employee Assistance Program Representative

International Union, UAW

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

Dear ~~Sirs~~ Mr. Rich Boyer:

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

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

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 or personal problems while assuring requisite confidentiality standards are observed;

- act as liaison with appropriate members of line supervision, labor relations, plant medical, other Union representatives, and with the mental health/substance abuse managed care program;

- assist in evaluating the effectiveness of various programs, plans and services;

- participate in formal employee assistance training/ instruction programs and review and make recommendations to the Management representative concerning program content;

- assist in coordinating and implementing various local program applications and related services available under the Employee Assistance Program.

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

3. EAP Representatives shall be subject to the following:

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

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

(c) When the EAP Representative is permitted less than forty (40) hours a week away from work, the designation of such time shall be made by mutual agreement between

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the Labor Relations Supervisor or ~~his~~ their designated representative and the EAP Representative.

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

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

(f) The EAP Representative shall be assigned to the first shift, ~~and shall be subject to the provisions of Section (19) of the~~ By mutual agreement with the Labor Relations Supervisor or his/her designated representative, the EAP Representative may adjust their starting time to be available to perform his/her duties on the second or third shift, in which case Sections (69) and (70), of the Office & Clerical, Engineering or Parts Depot Agreement shall not be applicable to them.

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

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

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

Accepted and Approved:

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

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E / O & C

Joint Activities Representative

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

O&C&E
(93) Joint Activities Representative

International Union, UAW

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

Dear Sirs:

During the recent negotiations, the Union expressed concern with respect to having its members at certain locations serviced by a Joint Activities Representative in matters pertaining to Joint Training, and other Joint Activities.

Accordingly, it is agreed that, subject to the conditions set forth, the International Union, UAW may:

A. Appoint one (1) ~~Salaried~~ Joint Activities Representative, who shall be a regular ~~salaried~~ employee on the active roll having seniority and in a unit represented by Local No. 412, and one (1) ~~Salaried~~ Joint Activities Representative who shall be a regular employee on the active roll having seniority and working in a unit represented by Local No. 889. In addition to the aforementioned responsibilities, the Local No. 889 ~~Salaried~~ Joint Activities Representative shall also have responsibilities in health and safety matters under the MOU on Health and Safety.

B. Appoint one (1) Part-Time Salaried Joint Activities Representative, who shall be a regular salaried employee on the active roll having seniority and working in the Local 212 Engineering Unit. The Joint Activities Representative of the Local 212 Engineering Unit shall be allowed up to a maximum of sixteen (16) hours per week without loss of pay for time spent handling Joint Activities matters.

Such aforementioned agreement is subject to the following conditions:

(i) If the Joint Activities Representative wishes to leave his work to handle one of the aforestated matters for an employee at his plant, he shall so advise his supervisor and report to his supervisor when he has disposed of the matter. Before talking to the employee, the Joint Activities Representative shall also make prior arrangements with the employee's supervisor to do so.

TS 9/8/23 MDH TW DM (139) JVF 9/6/23. HRM 9/6

If the Joint Activities Representative has occasion to visit another plant in relation to a Joint Activities matter, he shall make arrangements in advance with that plant's Labor Relations Department and identify the specific problem and the area he wishes to visit. After arrangements are made, he shall notify his supervisor of his destination and time of departure. Upon arrival at the other plant, he shall contact the Labor Relations Department which will make arrangements for him to speak to the employee or visit the area involved. He shall notify the Labor Relations Department of his departure time.

The Joint Activities Representative shall keep a daily log of such visits, noting his destination and arrival and departure times. Such log will be submitted to his supervisor each day.

The Joint Activities Representative shall be restricted to non premium hours in handling such matters and the time spent on them shall be compensated at his regular salary rate.

(ii) The privilege of the Joint Activities Representative to leave his work during regular working hours without loss of pay is subject to the condition that the time will be devoted to the prompt handling of Joint Activity matters and will not be abused, and that the Joint Activities Representative will perform the work to which he is assigned at all times, except when necessary to leave his work to handle matters as provided herein.

(iii) If the Company believes that the Joint Activities Representative is abusing any of the provisions hereof, it may refer the matter to the Joint Activities Board for immediate resolution of the problem.

The Joint Activities Representative shall perform only the duties as expressly set forth above.

The Joint Activities Representative shall not participate in the Grievance Procedure, and those matters with which such Joint Activities Representative deals shall not be subject to the Grievance Procedure. Other salaried Union Representatives in the complex, plants or offices shall not participate in joint activity matters as a Union Representative except as any of them has been specifically designated pursuant to the terms of a signed document relating to joint activities. This is not to suggest that such representatives are not or should not be supporting of such programs.

A Joint Activities Representative shall not function as provided herein unless and until the International Union (i) sends written notice to the Company of the name of the employee, his plant, department and social security number and (ii) until the Company advises the plant of the designation and the effective date thereof.

A Joint Activities Representative shall also cease to function as provided herein upon receipt of written notice from the International Union to the Company. Such notice shall include the same identification information as set forth above.

The Company further agrees it will, insofar as is reasonably practicable, cooperate with such employee in performing his function as a Joint Activities Representative.

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

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HRN 9/6/

Accepted and Approved:

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

E / O & C

Cooling Off Period

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

O & C & E
(100) Cooling Off Period

International Union, UAW

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

Dear ~~Sirs~~ Mr. Rich Boyer:

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

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

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

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

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

Accepted and Approved:

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

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E / O & C

Pre-Retirement Leaves

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

O&C&E
(108) Pre-Retirement Leaves

International Union, UAW

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

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

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

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

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

Program Guidelines - An Employee Sent Home to Grow into Retirement

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

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

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

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

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

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

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

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

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

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

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

Criteria to be Considered for the Program

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

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

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

Process

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

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

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

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved

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

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E / O & C

Product Purchase Programs

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

(115) Product Purchase Programs

International Union, UAW

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

Dear ~~Sirs~~Rich Boyer:

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

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

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

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~General Holiefield~~Rich Boyer
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E/O&C

Resident/Quality Engineers

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

(116) Resident/Quality Engineers

International Union, UAW

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

Dear Sirs:

During the recent negotiations, the Union raised the subject of Resident/Quality Engineers in the plants performing work which they claim has historically been Salaried Bargaining Unit work.

The Company explained that in order to improve quality in support of our Corporate goal to be world class, the Resident Engineer Program was implemented in 1994 with assurances to the International Union, UAW-~~Chrysler~~ Stellantis Department that it is not the intent of the Company to assign resident engineers to perform work historically performed by salary bargaining unit engineers.

The function of the Vehicle Engineering Resident/Quality Engineer is to reduce the time between identification of product related issues in the manufacturing process and corrective actions in the plant, since product design changes are the responsibility of Vehicle Engineering. The Resident/Quality Engineer will work with Vehicle Engineering to pursue design changes, and any resulting manufacturing and assembly process changes will be implemented by the plant Bargaining Unit engineers. In addition, the Resident/Quality Engineers will continue to use Corporate quality indicators (internal and external) to prioritize issues relating to product design.

It is not intended that Resident/Quality Engineers displace Bargaining Unit engineers or perform work that is normally performed by Bargaining Unit engineers. The Resident/Quality Engineer functions as a team leader/facilitator coordinating the activities of the other members of the team(s). The team(s) will generally include Bargaining Unit engineers from the appropriate disciplines, i.e. tool process, quality and facility (plant), as well as hourly employees, and Non-Bargaining Unit employees in quality improvement initiatives.

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When it is necessary for the Resident/Quality Engineer to perform functions on the plant floor relating to implementation of design changes that affect the manufacturing and assembly process, the Resident/Quality Engineer will liaison with appropriate Union employees.

Resident/Quality Engineering will implement procedures, which could include daily huddles, weekly touchpoints, etc. to ensure a constant flow of communication with the Bargaining Unit Engineers.

In order to eliminate potential disputes and misunderstandings, when a new Resident/Quality Engineer is assigned to a company facility, the Chairperson of the Engineering Unit at that location will be advised of the assignment.

The Company acknowledged that there have been instances where the Resident/Quality Engineers have infringed on Bargaining Unit work in the course of reaching their goal. In an effort to resolve this issue, a letter from the Executive Vice President of Manufacturing and Executive Vice President of Vehicle Engineering will be sent to instructing them as to the contents of the document and holding them responsible for insuring adherence to the commitments made during these negotiations.

~~Within sixty (60) days of ratification of the 2015 National O.G. & E Agreement a roundtable meeting between the Vice President and Director of the UAW-Chrysler Department, the approximate members of the Vice President's staff and the Vice President of Employee Relations for the Company, including the Executive Vice Presidents of Manufacturing to develop an instrument to distribute to the plant manager, the salaried bargaining unit engineers and all of the salaried employees at each respective FCA US LLC manufacturing site describing the relationship between Resident/Quality Engineers and salary bargaining unit engineers.~~

In the event it is alleged that a facility is not complying with the provisions of this letter, and such issue cannot be resolved locally, the issue shall be elevated to the National Parties, up to and including the Vice President of Employee Relations and the Vice President of the UAW-~~Chrysler~~ Stellantis Department.

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

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Accepted and Approved

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

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(147)

FCA

E / O & C

Appeal Board Rules of Procedure

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

(122) Appeal Board Rules of Procedure

International Union, UAW

Attention: ~~Mrs. 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 Chairman 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 Chairman of the Appeal Board.

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

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

2. Regular Meeting.

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

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

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

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

~~2.~~3. Locality

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

~~3.~~4. Notice of Hearing

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

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

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

~~4.~~5. Date and Time of Hearing

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

~~5.~~6. Stenographic Record

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

~~6.~~7. Attendance at a Hearing

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

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

7.8. Recess or Adjournment

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

8.9. Order of proceedings

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

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

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

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

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

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

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

9.10. Absence of Party

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

10.11. Evidence

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

11.12. Statements

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

12.13. Post-Hearing Statement

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

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

~~13~~ 14. Inspection

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

~~14~~ 15. Opening of Hearing

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

~~15~~ 16. The Award

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

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

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

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

~~16~~ 17. Fees and Expenses

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

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

~~17~~ 18. Interpretation and Application of Rules

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

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

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

Accepted and Approved:

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

TS 9/25/23 MDH
AW DH

(151)

LC 9/20/23
TMM 9/21/23

FCA

E/O&C

Equal Application Representation

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

O&C&E
(124) Equal Application Representation

International Union, UAW

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

Dear ~~Sirs~~ Mr. Rich Boyer:

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

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

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

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

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

TS 10/20/23 MDH TW DA (152) TWH 10/19/23 ABA 10/19/23

FCA

E / O & C

Extension of Seniority Recall Rights

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

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

International Union, UAW

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

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

This will confirm our understanding that, notwithstanding the provision of Section (42) (e) of the Office and Clerical and Engineering Agreements, laid off employees who have not broken their seniority as of ~~December 16, 2019~~ September xx, 2023 shall retain their seniority recall rights through the term of the new Agreement.

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

Accepted and Approved:

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

TS 10/6/23 MDH
OA

TMM 9/29/12
HRN 9/29/23

(154)

FCA

E / O & C

Family and Medical Leave Act of 1993

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

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

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

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

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

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

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

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

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

-- Continue Company-paid Group, Life, Accidental Death and Dismemberment, and Disability Insurance during all FMLA Leaves that are not also ~~Chrysler~~ Stellantis-UAW

10/28/23 TB
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Medical Leaves as if such leaves were ~~Chrysler~~ Stellantis-UAW Personal Leaves of Absence.

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

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

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

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

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

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

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

Accepted and Approved:

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

10/29/23
MDIT

(156)

JL 10/27/23

HPD 10/27/23

FCA

E / O & C

Payroll Direct Deposit

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

O&C&E
(149) Payroll Direct Deposit

International Union, UAW

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

Dear Sirs:

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

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

Accepted and Approved:

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

TS 9/25/23
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9/20/23

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E/O&C

Personal Information Security

~~December 16, 2019~~ September xx, 2023
(155) Personal Information Security & Employee Privacy

International Union, UAW

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

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

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

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

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

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

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~Mrs. Cynthia Estrada~~ Mr. Rich Boyer
TS 9/14/23 MDH (158)

JUF 9/14/23

HRM 9/14/23

FCA

E/O&C

UAW-Chrysler Scholarship Program for Dependent Children

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

(160) UAW - Chrysler Scholarship Program
for Dependent Children

International Union, UAW

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

Dear ~~Sirs~~ Mr. Boyer:

FCA US LLC (FCA) and the UAW recognize the importance of continuing post-secondary education for ~~college - aged~~ dependent children of UAW - represented ~~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 to~~ Plan Administrators will direct the delivery of a program based on the following:

- Applicant Eligibility: Dependent children of active UAW-represented FCA US LLC employees who are pursuing a post - secondary education degree at a two year or four year institution accredited by a governmental or nationally recognized agency are eligible to apply for tuition assistance. For purposes of this program, the dependent ~~must be~~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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ABA 10/30/23

2) must remain actively working while utilizing the SFDC benefit

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

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

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

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

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

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

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

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

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

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

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

Accepted and Approved:

INTERNATIONAL UNION, UAW

By ~~Norwood H. Jewell~~ Rich Boyer

10/30/23
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(160)

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FCA

E / O & C

Up-Front Lump Sum Payment

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

(169) Up-Front Lump Sum Payment

International Union, UAW

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

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

During the present Negotiations, the Company agreed to provide an Up-Front Lump Sum payment of $~~9~~5,000 to each member of the Salaried Bargaining Unit who is on the active roll on the effective date of the Agreement in recognition for services that will be performed over the contract period and as part of the wage increase. The payment is conditioned solely on the membership's ratification of the Agreement and is paid to such eligible members whether or not the eligible member votes for ratification. Such payment shall be made in the second pay period following receipt by the Company of written notification of ratification of this Agreement.

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

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

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

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OD TB 10-28-23 MDH

(161)

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 ~~Cynthia Estrada~~Rich Boyer

OA TB 10-28-23 MDH tw (162)

BCD 10/28/23

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E / O & C

Local Technical Training Committee

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

(170) Local Technical Training Committee

International Union, UAW

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

Dear ~~Sirs~~ Mr. Rich Boyer:

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

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

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

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

TS 10/20/23 MDH TW DD (163) TWM 10/19/23 JT 10/19/23

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

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

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

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

Accepted and Approved

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

TJS 10/20/23 MDH TW DS (164)

TMM 10/19/23
JJF 10/19/23

FCA

E / O & C

Salaried Bargaining Unit Placement Election to Hourly

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

O&C&E
(186) Salaried Bargaining Unit Placement Election to Hourly

International Union, UAW

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

Dear ~~Sirs:~~ Mr. Boyer,

During the 20~~15~~ 23 negotiations, the Union expressed an interest in providing work opportunities to indefinitely laid-off Salaried Bargaining Unit employees with previous seniority pursuant to the provisions of the Production Maintenance and Parts (PM&P) Agreement. In response, the parties agreed that an indefinitely laid-off Salaried Bargaining Unit employee may elect to displace an hourly employee provided that the displacing salaried employee has greater seniority, can perform the job, and the displacement occurs at the location where the laid off salaried bargaining unit employee has prior hourly bargaining unit seniority. The indefinitely laid-off salaried bargaining unit employee will return to the hourly workforce consistent with the provisions of PM&P Agreement Section (52) Seniority of Employees Promoted to Salary at the current hourly rate of pay. In the event that the employee's prior hourly bargaining unit seniority is from a closed plant, the employee would be granted his prior hourly bargaining unit seniority at the time of indefinite layoff and available for placement pursuant to the Production, Maintenance, and Parts Agreement. The Company agrees to this one time election with no contractual right to revert back to the salary bargaining unit. The laid off employee can at their option continue to apply for open salaried bargaining unit positions utilizing the current process. Should the laid-off salaried bargaining unit employee wish to return to the hourly bargaining unit, they

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TMM 9/10/23
JJF 9/10/23

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

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

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~Norwood H. Jewell~~ Rich Boyer

TMM 9/10/23
JJF 9/10/23

TS 9/10/23
MJH
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(166)

FCA

E / O & C

Work Place Behavior

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

(194) Work Place Behavior

International Union, UAW

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

Dear ~~Sirs~~ Mr. Rich Boyer:

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

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

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

Accepted and Approved:

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

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E / O & C

EAP Representative Internal Certification

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

(195) EAP Representative Internal Certification

International Union, UAW

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

Dear ~~Sirs~~Rich Boyer:

The parties agree to develop an internal ~~UAW-Chrysler NTC~~ EAP Certification Program to support the training, education and professionalism of the EAP Representatives and Alternate representatives. If necessary, a third party consultant, which will be jointly agreed to, may be obtained to provide assistance with the development and/or delivery of the internal EAP Certification Program. The program development and implementation of this internal Certification Program will be funded with NTC funds approved by the Joint Activities Board. Furthermore, the parties have agreed that the NTC EAP Co-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

TJ 10/30/23
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JL 10/30/23
ABA 10/30/23

FCA

E / O & C

Placement and Workforce Utilization

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

(197) Placement and Workforce Utilization

International Union, UAW

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

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

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

In Labor Market Area Placement

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

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

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

Out of Labor Market Area Placement

Employees will be offered the opportunity to volunteer for Out of Labor Market Area openings based on an election made while on indefinite layoff. Volunteers will be offered placement in seniority order. Out of Labor Market Area elections may be submitted or

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

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

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

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

1) accept the job offer

2) decline the job offer, and be placed on inactive status with no Company-provided income or benefits (but remain eligible for additional job opportunities),

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

4) resignation of employment

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

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

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

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

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

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

Accepted and Approved:
INTERNATIONAL UNION, UAW

By ~~Cynthia Estrada~~ Rich Boyer

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TMM
9/29/23

(171)

FCA

E / O & C

Quality Achievement Award

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

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

International Union, UAW

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

Dear ~~Mrs. Estrada~~Mr Boyer:

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

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

1. Zero (0) Unexcused absences

2. Individual attainment of 1850 compensated hours (including Layoff hours)

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

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

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Presence at Work Award		
Metric	**Target**	**Payment Amount**
Unexcused Absences	0	$1,000
Compensated Hours	1,850	$750

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

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

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

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

~~b. JD Power IQS (Initial Quality Survey)~~

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

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

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

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

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

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

~~Upside Potential*~~	
~~Assembly~~	

10/20/23 TW MJH QM (173) JJF 10/27/

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 Rewards 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 1st Quartile		Quality Achievement Award Amount Payable to Employee
3-5	$1000	+	$250	=	$1250

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

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

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

- Active with seniority;
- On temporary layoff status;
- On Pre-Retirement Leave;
- On leave pursuant to Family Medical Leave Act;
- On vacation, receiving paid absence allowance, receiving bereavement pay, on jury duty;

10/20/23 MDH (174)

JF 10/27/

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

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

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

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

Accepted and Approved:

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

10/20/23 TS
MDH
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TW

(175)

WF
10/27
TMA

FCA

E / O & C

AMEPT Operations

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

O & C & E
(206) ~~AMEPT Operations/~~3D Printing

International Union, UAW

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

Dear ~~Sirs:~~ Mr. Boyer:

During the ~~2015~~ 2023 negotiations, the Company and Union discussed ~~Powertrain Operations and~~ the role of the Salaried Bargaining Unit ~~Engineers.~~ employees in 3D printing operations within Underbody Process Engineering and Product Development~~. The Union expressed concern relative to the 3D tools which are currently being used and supported by a third party. The 3D tools will replace Autocad which is currently being utilized by the Salaried Bargaining Unit Engineers for layouts. Within thirty (30) days of the ratification of the 2015 National Agreement, Powertrain Management will hold a review at CTC with the Local 412 Unit 25 Chairperson to discuss the 3D tools and the current work being performed by the Strategic Planning Group.~~

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

TB 9/10/23
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(176)

UUF 9/10/23
TMM 9/10/23

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

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

Accepted and Approved:

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

JJF 9/10/23
TMM 9/10/23

TS 9/10/23
MDH

(177)

FCA

E / O & C

Shift Premium for Working Sixteen (16) Hours

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

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

International Union, UAW

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

Dear Mrs. ~~Estrada~~ Boyer:

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

-- An employee who begins work before the shift the employee otherwise would work and works additional hours after such shift.

-- An employee who works eight (8) hours or more either before or after the shift the employee would have worked.

Very truly yours,
FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

JJF 9/6/23
HRM 9/6/23

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: ~~Cynthia Estrada~~ Rich Boyer

TS 9/8/23
MDH
TW
DW

(178)

FCA

E/O&C

Work Assignment Disputes

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

OC&E
(231) Work Assignment Disputes

International Union, UAW

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

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

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

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

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

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

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

K4H 9/6/23
HRM 9/6/23

Accepted and Approved:

INTERNATIONAL UNION, UAW
By ~~Cynthia Estrada~~ Rich Boyer
B 9/8/23 mDH

(179)

FCA

E / O & C

Supplier Relations and Collaboration

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

(233) Supplier Relations and Collaboration

International Union, UAW

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

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

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

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

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

Sen 10/30/23 HL MDH OD TW (180)

ABA 10/30/23 HM 10/30/23

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

FOUNDATIONAL PRINCIPLE

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

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

INITIATIVES AND ACTIVITIES

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

MANAGEMENT TO PROVIDE:

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

PERFORMANCE METRICS:

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

Scm 10/30/23 MDH TW (191) ABA 10/30/03 Item 10/30/03

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

UNION TO PROVIDE:

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

PERFORMANCE METRICS:

- A comprehensive update, if any, of UAW actions and initiatives with FCA suppliers and / or FCA supplier Local Unions;
- A detailed update, if any, that quantifies the positive effect of the provisions of the parties' agreement on supplier relations and collaboration;
- Specifically, the presentation will address quality metrics, cost competitiveness, and other topics such as conflict resolution and innovative Labor - Management cooperation initiatives if applicable.

The parties also agree to more frequent meetings between the FCA Purchasing Directors and UAW President representatives to discuss supplier issues pertinent to each Directors responsibilities, so long as the meetings are reasonable in number and scheduled at the convenience of the respective parties.

Additionally, the Company will provide to the Union a listing of UAW represented FCA suppliers on source hold so that the UAW can work pro-actively with FCA to develop measures to improve the suppliers' performance.

Finally, it is understood and agreed, that within the confines of all applicable law, any and all such information sharing as described above is to be kept confidential.

Very truly yours,
FCA US LLC

By: ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

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

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FCA

E/O&C

Sourcing Administration

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

(234) Sourcing Administration

International Union, UAW

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

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

During these negotiations, the parties discussed at great length the necessity for revising and reaffirming the administration of the Memorandum of Understanding – Sourcing and Job Security (MOU-10). The parties recognized that a revised and updated process, including clearly defined Job Security, Operational Effectiveness and Sourcing Committee (JSOES) responsibilities, is essential to the proper administration of the Memorandum.

Therefore, in an effort to address these concerns, the parties have agreed to continue to investigate the evolving vehicle development process to ensure the proper administration of the entire sourcing process; as well as the Stamping, Assembly and ~~Powertrain~~ Propulsion System notification process. The Sourcing Administration manual will be revised to reflect the engagement of salaried bargaining unit(s) in the appropriate stage of the vehicle development process. Updates to the Sourcing Administration manual as it relates to the Salaried Bargaining Unit, will include the involvement of the UAW Leadership, including the UAW ~~Salary Coordinator~~ Sourcing Representative, throughout the manual development process.

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

SRM 10/30/23 MDH TW (183) ABA 10/30/23 JF 10/30/23

The Company commits to the creation of an updated 2023 Sourcing Administration Manual within ninety (90) days of ratification of the National Agreement. The updated Manual will reflect the new terminology, content and scope of meetings going forward based on the new Stellantis Vehicle Development Timeline.

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

Accepted and Approved:

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

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ABA 10/30/23
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E/O&C

Salaried Bargaining Unit New Hire Plan

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

OC&E
(236) Salaried Bargaining Unit New Hire Plan

INTERNATIONAL UNION, UAW

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

Dear ~~Mrs. Estrada~~ Mr. Boyer,

During the 2010 Addendum Agreement discussions, the parties discussed the need to effectively modify the Labor Agreements to achieve a competitive labor cost structure that positioned the company to respond appropriately to industrial and competitive pressures and compete with the best in the world. ~~To achieve this objective, the parties agreed to a New Hire Wage, Benefit and Retirement agreement that govern all Salaried Bargaining Unit (SBU) employees hired on or after April 15, 2010.~~

~~During the 2019 Agreement the parties discussed the need to restructure the SBU pay practices model. Effective December 16, 2019, all New Hire wages will be determined according to the provisions contained in M-01 Salary Grades and Rate Application Supplement and M-08 Salary Classification and Grade Supplement.~~

During the 2023 negotiations the parties discussed the need to restructure the SBU pay practices model. Effective September xx, 2023, both parties agreed to eliminate the In Progression Wage Structure shown in M-8 of the Engineering, Office & Clerical agreement. As such, effective beginning the first pay period following ratification, employees earning less than the weekly minimum of their current grade will receive a new weekly rate consistent with the Grade Structure outlined in the agreement.

New Hire Salary Structure Agreement:

- Grades 1 through 4 are eliminated and will start at grade 5 for all new hires

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- ~~Employees from minimum of the wage range, but less than the maximum weekly wage, will receive a wage progression increase amount of 3% annually on the anniversary of the employee's corporate service date, provided it does not exceed the maximum weekly wage for that salaried grade.~~

- ~~Employees within three percent (3%) of the maximum salary rate will be eligible for a combination increase and lump sum payment totaling three percent (3%)~~

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

The following provisions agreed to during the 2010 Addendum Agreement with respect to hiring, benefits and retirement continue to apply:

- No cap on new hires under the entry level ~~salary and~~ benefit structure.

- ~~Salary Bargaining Unit new hires will not be eligible for the Salary Continuation Plan~~

New Hire Benefit and Retirement Agreement:

The parties agreed that Salaried Bargaining Unit full time employees hired on or after April 15, 2010 will be governed by the provisions of M-13 Memorandum of Understanding - UAW-FCA US LLC Employees Hired On or After October 29, 2007 Wage & Benefit Agreement. For purposes of determining the health care benefit eligibility period under Exhibit B, any employees converted from temporary to full time employment will have their service from the date of last hire counted toward their effective date of insurance.

Very truly yours,
FCA US LLC

By ~~Glenn Shagena~~ Christopher Fields

Accepted and Approved:

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

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Schedule 'A' Understanding

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

O, C & E
(238) Schedule 'A' Understanding

International Union, UAW

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

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

During the course of 20~~19~~ 23 Negotiations, the Union raised a concern about work recognized within Schedule 'A', as Salaried Bargaining Unit (SBU) work. The Union further asserted that there are several instances in which such work is being performed by non-represented employees.

As a result of these discussions, FCA US LLC reaffirms that all work recognized in Schedule 'A' as belonging to recognized employees at the specified locations will be assigned in accordance therewith.

~~Disputes related to recognition of SBU work in Schedule 'A' should first be addressed by the Local Parties. However, in the event that the Local Parties are unable to resolve such matters, they will be escalated to the National Parties for resolution. If necessary, final determination may be referred to the Vice President, UAW, FCA US LLC Department and the Vice President of Employee Relations.~~

Yours very truly,

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

Accepted and Approved:

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

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JJF 9/8/23

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E/O&C

Sourcing & Job Security Commitment Letter

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

(239) Sourcing & Job Security Commitment Letter

International Union, UAW

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

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

During the 2019 Negotiations both parties recognized the opportunity to make modifications to the existing Memorandum of Understanding - Sourcing & Job Security (M-10) language and corresponding processes. The parties agree there is a need to improve transparency, the timely process of information sharing and overall commitment to the administration of M-10. The Union expressed their concerns to improve these issues. Accordingly, the Company reaffirms its commitment to the following meetings to address concerns.

- Product Update Meeting held bi-annually with the Vice President of Employee Relations, the Vice President of the UAW ~~FCA~~ Stellantis Department and the Head of ~~Advanced Concepts Engineering (ACE)~~ Physical & Functional Design and Intergration (PFDI).
- Advanced Vehicle Awareness (AVA) Meeting held quarterly with the UAW International Sourcing Coordinator, the Local Presidents of 212 & 412, and/or their designee, Labor Relations Senior Management and Head of ACE.
- Program Overview Meeting held at approximately ~~Step B~~ Sync 1 of the ~~FCA~~ Stellantis vehicle development process (PDP Timeline) for any new major vehicles or major redesigned vehicles.

Both parties recognize the need for continuous improvement to the Sourcing Administration process. As such, process changes corresponding to the M-10 language will be addressed in the M-1/ M-10 Sourcing Administration Manual. Modifications to the

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sourcing process will align to the updates made in 2023 negotiations ~~be collaboratively discussed~~ and jointly agreed upon prior to the changes being made. Through discussions during these negotiations, Management and Union agree to the following commitments via the Sourcing Administration process:

- Directional sourcing summaries provided annually.
  - Updates to be provided during Local JSOES meetings.

~~ASME~~ Stamping Process Engineering (SPE) Attachment C process changes

- An initial draft of the Attachment C will be provided approximately at ~~step B~~ Sync 1 of the ~~FCA~~ Stellantis vehicle development process
- Tracking log with cost and timing will be reviewed in Local JSOES
- Pre spend allocation amounts will be provided monthly for vehicle engineering.
- Approval of pre-spend allocation will be discussed during the Quarterly Advanced Vehicle Awareness meeting.
- If the rationale for the work being off loaded or outsourced relates to cost, the relevant financial information associated with that sourcing action will be provided to the International UAW Sourcing Coordinator.
- When walk in work and / or PDO outsourcing or off loading actions are being considered it will be brought to the attention of the union steward prior to the sourcing action taking place assuming the capability to perform the work exists within the company.
- Inclusion of UAW-~~FCA~~ Stellantis Vice President or designee in quarterly Cost Optimization Meeting.
- Quarterly current volume update for all U.S. vehicles, components and propulsion systems will be provided to the International UAW Sourcing Coordinator.
- Quarterly dual source information for U.S. propulsion systems will be provided to the International UAW Sourcing Coordinator.
- Quarterly inventory reports for U.S. facilities will be provided to the International UAW Sourcing Coordinator.

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

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

Accepted and Approved:

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

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E/O&C

(N-240) Job Security and Work Assignment Disputes

M-16

Memorandum of Understanding
Job Security and Work Assignment Dispute

During 2023 negotiations, the parties discussed the appropriate process for administering grievances where the Union alleges the Company has violated the agreement by performing or reassigning Salaried Bargaining Unit work. The parties agree that the following process will be utilized to address such disputes.

1. After verbal discussion of the allegation with the Supervisor, the Local Union may submit the matter as a grievance at the first Step of the Grievance Procedure set forth in Section 20 of the National Agreement.

(a) The Local parties may dispose of such grievances by a written settlement thereof, which shall be without precedent.

(b) The parties may process the grievance through Sections 19, 20, and 21 of the National Agreement. If the parties are unable to settle the grievance after exhausting the steps set forth in Sections 19, 20, and 21 of the National Agreement, the Local Union may give to the Company written notice of its desire to submit the grievance to final and binding arbitration, which shall proceed pursuant to Sections 2, 3, 4 and 5 of this MOU, as set forth below.

(c) The Local Union may withdraw the grievance; in which event such withdrawal shall be without precedent.

(d) If the grievance is not dispositioned under subsections (a) through (c) within sixty (60) days of the grievance date, unless such time is extended by mutual agreement of the parties, the grievance will be considered withdrawn without precedent. The maximum time for an extension is an additional thirty (30) days. The withdrawal of the grievance under subsection (d) shall not constitute a waiver of the Union's right to file a petition with the National Labor Relations Board for clarification of the appropriate bargaining units.

2. Following exhaustion of the grievance procedure set forth in Sections 19, 20, and 21 of the National Agreement, the parties may proceed to arbitration. The

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Appeal Board shall not have authority to rule on such grievances prior to submission to arbitration; however, the parties may consult with and include their respective representatives at the National level at any point during the arbitration process. The arbitrator shall have the authority to provide a final and binding decision on grievances brought pursuant to Supplemental Agreement S-1, Memoranda M-6, Letter 75, Letter 116, Letter 205, Letter 231, and Letter 238 of the National Agreement.

3. No later than fourteen (14) calendar days after the grievance is appealed to arbitration, the parties will make a joint request to the Federal Mediation and Conciliation Service (FMCS) to provide a panel of seven (7) prospective arbitrators, each of whom shall be a member of the National Academy of Arbitrators. From the panel of seven (7) arbitrators, the Company and the Union shall alternately delete arbitrators until one (1) arbitrator remains and that person shall be the sole arbitrator to hear and decide the grievance. The party appealing the grievance to arbitration shall delete the first name. After receiving a panel from FMCS, the parties shall complete the selection process within thirty (30) calendar days. The parties will arrange to notify the selected arbitrator. Once selected, the parties and the arbitrator will arrange a time and date for the hearing to be held as soon as practicable but in no case longer than one hundred and eighty (180) days from the date the grievance was appealed to arbitration.

4. Arbitration hearings shall be conducted in accordance with the following guidelines:

(a) The hearing will be informal.
(b) No briefs will be filed or transcripts made.
(c) There will be no formal rules of evidence.
(d) In the interest of narrowing the issues in dispute and to preclude the introduction of new evidence or information not previously brought to the attention of either party, the parties shall:
(i) meet at least twenty-four (24) hours prior to the scheduled hearing to exchange the names of witnesses to be called and exhibits to be used in connection with the hearing and to review their respective positions; and
(ii) jointly prepare and present to the arbitrator at the beginning of the hearing a stipulation of those facts that are not in dispute.
(e) The case of each party will normally be presented by the Labor Relations Supervisor and the Unit Chairman/President. The UAW Regional Representative and the Division Labor Relations Representative may also participate upon request of either local party.
(f) The arbitrator will ensure that all necessary witnesses and pertinent facts and evidence are presented by the representatives of the parties.
(g) The format of each hearing shall be as follows:
(i) Introductory remarks by the Union and the Company setting forth their respective positions.

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(ii) Presentation of testimony by witnesses through direct and cross examination.
(iii) Questions of witnesses by the arbitrator.
(iv) Short summation by the parties.

(h) The arbitrator shall issue their decision in writing within fifteen (15) days after conclusion of the hearing. The arbitrator's decision shall be based on the record developed and presented by the parties at the hearing and shall include a brief explanation of the basis for the recommendation.

(j) The arbitrator's decision shall not form a precedent for any future cases or be used as a basis for settlement of any other grievances.

(k) The arbitrator's decision shall be final and binding upon both parties and shall not be subject to appeal under Section (31) of the National Agreement.

5. The expenses and fees of the arbitrator shall be paid as follows: fifty percent (50%) by the Company, twenty-five percent (25%) by the International Union, and twenty-five percent (25%) by the Local Union. Fee schedules and cancellation charges shall be established by the National parties.

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

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Joint Public Health Committee

September xx, 2023

(N-xx) Joint Public Health Committee

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the parties agreed that the health and safety of its employees is their number one priority and recognized public health crises are possible in the future.

During the COVID-19 pandemic, the Company was identified by state and federal governments as a critical component of the national infrastructure. As a result, the Company continued work when other business entities were either curtailing or completely ceasing operations. Company employees, including bargaining unit employees, were designated as "essential workers" and proceeded to provide critical economic support to the national infrastructure by way of their continued work.

The Company and the Union recognize that on a prospective basis, future public health crises could have significant impact on the Company, its employees and their families. The Company and the Union agree that discussions between the parties focused on employee safety, and fact-based facility preparedness can help abate potential and sustained disruption to manufacturing operations.

The Company and Union agree to the following:

- To establish a joint Public Health Emergency Committee, consisting of three (3) International Union Representatives, one (1) individual from the International Union, UAW Health and Safety Department and two (2) individuals will be existing UAW-Stellantis Representatives appointed by the Vice President and

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Director, UAW National Stellantis, and three (3) individuals will be employees appointed by the Vice President of Employee Relations Stellantis.

- The Committee will meet at least annually or more frequently as circumstances dictate. Committee meetings will focus on Company preparedness for pandemic events and other public health crises that could have a substantial impact on the Company and bargaining unit employees and their families.
- Given the subject matter, it may be necessary to invite additional representatives, such as the International UAW Health and Safety Department, Corporate Director for Wellbeing, Health and Safety or other subject matter experts to allow for thoughtful discussion on the issue. Prior to such a meeting taking place, the Parties will agree on the inclusion of any additional attendees.
- Upon the declaration of a public health crisis by the Governor of a State in which the UAW represents employees of the Company, or by the President of the United States, the Committee will meet as soon as practicable to discuss items of mutual concern. Subsequent meetings will be scheduled as agreed to by Committee members. When possible, the parties agree to exchange agenda topics they wish to discuss at least forty-eight (48) hours prior to any such meeting(s).

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

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9-20-23

(194)

FCA

E/O&C

Safety Summit

September xx, 2023

(N-xx) Safety Summit

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 negotiations, the parties discussed the need to understand future advancements in technology and its potential impacts on safety in the workplace. The Company agreed to collaborate with the UAW Stellantis, GM, and Ford to discuss establishing a joint safety summit. Summit attendees may include representatives from the United Auto Workers (UAW) Solidarity House safety staff, Joint Health and Safety Staffs for UAW-Stellantis, UAW-GM, UAW-Ford and participants from Stellantis, GM and Ford's Corporate Safety staffs. The UAW-Stellantis National Joint Committee (NJC), UAW-GM National Joint Committee (NJC), UAW-Ford National Joint Committee on Health and Safety (NJCHS), will meet within 180 days from ratification to discuss the summit location and when each company will host such summit. During these safety summits, appropriate time will be set aside to discuss safety in the workplace, review common health and safety concerns, and collaborate on best practices. The lessons learned from these collaborations can be used by the companies to re-evaluate their programs and identify needed changes.

Stellantis will host one local safety summit during the term of the 2023 contract provided that GM and Ford concur with this concept.

Very truly yours,
FCA US LLC
By Christopher Fields

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer
9-29-23

FCA

E/O&C

Local Arbitration

September xx, 2023

(N-xx) Local Arbitration Program

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations of the O.C&E Agreement, the parties agreed to create a new Local Arbitration Program to allow for the local parties to expeditiously submit certain local matters to arbitration. Pursuant to the Local Arbitration Program, the local parties may submit to arbitration disputes over overtime, overtime equalization, supplemental seniority and shift preferences as set forth in their local agreement, and any other topic agreed to by the Vice President, UAW Stellantis Department and the Vice President of Employee Relations, or their designee.

The Local Arbitration Program shall only apply to grievances filed after ratification of this agreement and shall not extend to grievances filed pursuant to the National Agreement.

The standards and guidelines for the Local Arbitration Program shall be as follows:

1. Arbitrators shall be designated by agreement between the local parties. If an agreement on designation of the arbitrator cannot be reached within seven (7) days, the local parties shall utilize FMCS to select the arbitrator. The expenses and fees of the arbitrator shall be borne equally by the Company and the Local Union. Fee schedules and cancellation charges shall be established by the local parties.

2. Grievances shall proceed in the normal course up through Steps 1 and 2 as set forth in Sections (18) through (21) of the National Agreement. Within ten (10) days of receipt of the answer to Step 2, the Local Union shall

DB 9-12 MDH (196)

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 their conclusion. The decision shall not form a precedent for any future cases. The decision shall be final and binding upon both local parties and shall not be subject to appeal.

6. The arbitrator shall have the authority that Section (24) of the National Engineering, Office & Clerical Agreement grants to the Appeal Board.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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(198)

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E/O&C

Veteran Job Opportunities

September xx, 2023

(N-xx) Veteran Job Opportunities

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the parties discussed their mutual desire to support our country's veterans and enhance the workforce with the skills, abilities, and experiences developed by our veterans during their service to our country. To that end, the Company agrees to continue placing a high priority on identifying qualified veteran candidates for hire into production, skilled trades, and salaried jobs within the bargaining unit.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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Veterans with Service-Connected Disabilities

September xx, 2023

(N-xx) Veterans with Service-Connected Disabilities

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these negotiations, the parties held extensive discussions on the importance of recognizing and honoring the sacrifices of Veterans who have honorably served our nation. To assist those Veteran employees with service-connected disabilities or in the process of securing benefits/medical services, an absence incurred as a result of a medical appointment with the Veterans Affairs Department (VA) related to a service-connected disability shall not be used in any disciplinary action as long as the employee provides satisfactory evidence and notifies Management at least five (5) days in advance of the absence.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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E / O & C

(N-247) Cost-of-Living Allowance

(a) Payment of Allowance; Effect on Other Payments

All seniority employees shall be covered by the provisions of a cost-of-living allowance, as set forth in this Agreement. The cost-of-living allowance shall not be added to the base rate for any classification or any general wage increases, but only to each employee's straight-time hourly earnings.

The cost-of-living allowance shall be taken into account in computing overtime and shift/crew premiums, and in determining all contractual paid time off, call-in pay, and UAW Savings Plan 401(k) contributions.

Basis for Allowance:

The amount of the COLA shall be determined and redetermined as provided below on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers, (CPI-W, Current Series, United States City Average, All Items Less Medical Care, not seasonally adjusted), All Items (1982-84=100), published by the Bureau of Labor Statistics, U.S. Department of Labor" and referred to herein as the "Index".

In the event the appropriate Index figure is not issued before the effective date of the cost-of-living adjustment, the cost-of-living adjustment that is required will be made as soon as practicable after the receipt of the Index, retroactive to the original effective date of the adjustment.

In the event that the Index shall be revised or discontinued and in the event the Bureau of Labor Statistics, U.S. Department of Labor, does not issue information which would enable the joint parties to know what the Index would have been had it not been revised or discontinued, then the joint parties will meet, negotiate, and agree upon an appropriate substitute for the Index. Upon the failure of the parties to agree within sixty (60) days, thereafter, the issue of an appropriate substitute shall be submitted to the Impartial Chairman of the Appeal Board for determination. The Impartial Chairman's decision shall be final and binding.

(b) Amount of Allowance

For cost-of-living allowance adjustments effective during this Agreement there will be a one cent ($0.01) adjustment in the cost-of-living allowance for each nine hundredths (0.090)

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change over and above the base prior quarter's Index.

In determining the 3-Month Index for a specified period, the computed average shall be rounded to the nearest 0.001 Index point.

The quarterly adjustment will be calculated by subtracting the prior quarter's 3-month average Index from the current quarter's 3-month average Index, dividing the result by 0.090, then dividing that result by 100. The result will be rounded to the nearest penny.

In no event will a decline in the 3-Month Average Index below 289.217 provide the basis for a reduction in the wage scale by job classification.

When a quarterly adjustment results in an increase, the adjustment will be added to the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

When a quarterly adjustment results in a decrease, the adjustment will be subtracted from the cumulative amount of cost-of-living allowance previously calculated to arrive at the current cumulative cost-of-living allowance.

If the Union claims that the Company's calculations in any particular instance were made not in accordance with this Agreement it may refer the matter to the Impartial Chairman of the Appeal Board for determination. The Impartial Chairman's decision shall be final and binding.

An employee's COLA payment will be provided based on the following table:

Adjustment	Bi-Weekly Payment will begin First Full Pay Ending	Index Calculation Period
1	December 2023	August, September, October 2023*
2	March 2024	November and December 2023, and January 2024
3	June 2024	February, March and April 2024
4	September 2024	May, June and July 2024
5	December 2024	August, September and October 2024
6	March 2025	November and December 2024 and January 2025
7	June 2025	February, March and April 2025
8	September 2025	May, June and July 2025
9	December 2025	August, September and October 2025
10	March 2026	November and December 2025 and January 2026
11	June 2026	February, March and April 2026
12	September 2026	May, June and July 2026
13	December 2026	August, September and October 2026
14	March 2027	November and December 2026 and January 2027
15	June 2027	February, March and April 2027

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16	September 2027	May, June and July 2027
17	December 2027	August, September and October 2027
18	March 2028	November and December 2027 and January 2028

*The first adjustment's three-month Index calculation will be based off of the prior quarter's average Index. The average Index from May, June and July 2023 is 289.128

For each quarterly adjustment to the cost-of-living allowance during the term of the Agreement the amount of increase payable to employees shall be reduced by ten cents ($0.10) or by the amount of the increase, whichever is less. The rationale for the aforementioned reduction in cost-of-living allowance is provided for Company-incurred inflationary costs associated with healthcare. The sum of the diversions during this period will continue into perpetuity.

(c) End-of-Contract Fold-In of Cost-of-Living Allowance Into Base Hourly Rate

Effective pay ending April 30, 2028, five cents ($0.05) will be subtracted from the March 2028 cost-of-living allowance and the remainder shall be added to the base hourly rate for each classification, including minimum and maximum rate for spread rate classifications. The five cents ($0.05) shall remain as the beginning cost-of-living allowance float for the next Collective Bargaining Agreement.

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E / O & C

Dual Source

September xx, 2023

(N-xx) Dual Source

International Union UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the course of these negotiations, the parties have engaged in extensive discussions regarding investment in new product allocation as a source of job security for employees. To that end, the Union has sought assurances that provide sustained employment for the workforce. As part of these discussions, the Company has shared the importance of achieving targets for key Company metrics, including Transformation Cost, Unplanned Absenteeism, and Quality and the performance levels of the US Manufacturing locations in comparison to our global footprint. The Company stressed the importance of quality, not only as a necessity to provide the highest levels of customer satisfaction, but as a key component of improving transformation cost. The parties understand that in order to achieve long term success we must improve in all areas of performance.

As part of the Company's response to the Union's concerns, a significant investment has been committed for the mid-cycle action updating the Ram 1500 Light Duty DT ICE and the all-new Ram 1500 Light Duty DT BEV and REPB STLA Frame at the Sterling Heights Assembly Plant (SHAP) in 2024. The Company has been clear that while Sterling Heights Assembly will produce ICE, BEV, and REPB Ram 1500's, it may be necessary to establish a dual source within North America to produce the Ram 1500 DT ICE once the BEV vehicle is launched at the Sterling Heights Assembly Plant to supply the market with sufficient inventory to meet market demand. The Company has also committed to maintain production of the Pentastar Classic through 2024 and the Pentastar Upgrade into 2028 at Trenton Engine. Similarly, it may be necessary to maintain a dual source for these products within North America.

In response to this dual sourcing, the Union reiterated its concerns regarding job security. To address these concerns, the Company commits to the following:

- The Company will recognize SHAP as the primary plant to produce both Ram 1500 Light Duty DT ICE and BEV volume during the term of this Agreement.

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  - Any reductions in volume, whether through line speed reduction or elimination of a shift will occur at the secondary location.
- The Company will recognize Trenton Engine as the primary plant to produce both the Pentastar Classic and Pentastar Upgrade volume during the term of this Agreement.
  - Any reductions in volume, whether through line speed reduction or elimination of a shift will occur at the secondary location.
- In no case will we reduce volumes at SHAP or Trenton Engine without first stopping the overflow production for their respective products at the secondary location.

The parties acknowledge that flexibility and innovative work practices are key aspects of continuous improvement to achieve performance metrics targets and job security. Consequently, the Union commits to work with the Company on initiatives that support world class quality cost and productivity at SHAP and Trenton Engine.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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E/O&C

Salaried Bargaining Unit Outsourcing Moratorium

September xx, 2023

(N-xx) Salaried Bargaining Unit Outsourcing Moratorium

International Union, UAW

Attention Mr. Rich Boyer

Dear Mr. Rich Boyer :

During the 2023 Negotiations, the Union and the Company discussed the importance of job security for its employees/members and the Company shares the Union's concern regarding long term success and has worked with the Union to pursue methods, including the flawless implementation of SPW, which will improve the viability and competitiveness of our operation. The Company is committed to its partnership with the UAW in identifying competitive opportunities for this ever-changing business. As such, the parties agree that FCA LLC will maintain its manufacturing presence in the United States.

FCA US LLC has maintained a long history of producing cars and trucks in the United States for sale at home and abroad. To that end, the Company has committed that the following will apply to FCA US LLC UAW represented operations covered by the FCA US LLC UAW 2023 National Agreement as discussed by the parties.

1. During these negotiations, the parties identified product and process work represented by the Salaried Bargaining Unit that will be retained through a moratorium on outsourcing of existing core product for the life of the 2023 National Agreement with the exception of certain exclusions as discussed by the parties. Additionally, the parties will discuss the practicality of insourcing, in whole or in part, work previously outsourced new work which either party identifies as that which might be performed competitively focusing on maximizing the optimal usage of available floor space.
2. The Company commits to insource certain specified UAW FCA US LLC represented jobs. This work will be retained for the term of the 2023 National Agreement. Additional jobs above those already identified will be studied with the intent to insource work to UAW represented facilities if a positive business case is presented.
3. Pursuant to these discussions and provisions of the agreement, and in conjunction with the aforementioned commitment to insource work, a moratorium on

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outsourcing on existing core jobs, will be implemented through the term of the 2023 National Agreement.

4. It is understood by the Union and Company that new processes and technology exist in an ever-changing competitive market. To that end the sourcing committee seeks a commitment from the Company to consider the insourcing of work that was previously slated to be performed on the outside. There may be circumstances where new processes and/or technology show favorable impact in replacing older methods.
5. Any issues that arise relative to the interpretation of this Agreement or the implementation of the commitments contained herein will be discussed and resolved by the Company and International Union. The commitment expressed in this moratorium is intended to contribute significantly to our efforts to work cooperatively to provide FCA US LLC employees in the United States improved job security by responsibly growing the business.

Very truly yours,
FCA US LLC
Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

Sem 10/20/23 MDH

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E/O&C

Make Buy Studies

September xx, 2023

(N-xx) Make Buy Studies

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the Union expressed their deep concerns regarding the future job security of the Salaried Bargaining Unit specifically relative to current Make Buy Studies that may result in an outsourcing action. Both parties acknowledged the need for the bargaining unit to remain competitive both from a cost and operational perspective. As a result of these discussions, the Company has agreed to void and permanently cancel the following Make Buy Studies for the term of the 2023 National Agreement:

- SPF-202 Designers
- SPF-213 Mopar Compilers
- SPF-215 Dealer Claims Analysts
- SPF-248 Durability Technicians
- SPF-306 Mopar Special Investigations

In addition to the studies listed, no Make Buy Studies will be conducted concerning work assignments which come within the scope and content of that normally assigned to the Salaried Bargaining Unit at a plant location or unit for the term of the 2023 National Agreement.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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E/O&C

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

10/28/23

Approved and Accepted:

INTERNATIONAL UNION, UAW
By Rich Boyer

10.28.23

(210)

FCA
FIAT CHRYSLER AUTOMOBILES

September xx, 2023

(N-xx) U.S. Investment

OC&E

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 (JTO) 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 2nd 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 (DGJ), 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 Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025	~$100M
Launch new Fishkill, NY Mopar Hub in 2025 with the consolidation of work from the New York and Boston PDC's	~$30M
Launch new Macon, GA Mopar Hub in 2026 with the consolidation of work from the Orlando and Atlanta PDC's	~$30M
Launch new Metro Detroit Region Mopar Hub in 2026 with the consolidation of work from the Centerline PDC, Centerline Warehouse & Packaging, Warren PDC, and Sherwood PDC	~$30M
Launch new Reno, Nevada PDC projected in 2027 with the consolidation of work from the LA PDC	~$30M
Launch new South Central Texas PDC projected in 2026 with the consolidation of work from the Dallas PDC	~$30M

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

Very truly yours,
FCA US LLC

By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer

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FCA
FIAT CHRYSLER AUTOMOBILES

E/O&C

Employee Engagement

September xx, 2023

(N-xx) Employee Engagement

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During the 2023 negotiations, the Union expressed its desire for the Company to engage in efforts to promote customer loyalty from employees and their friends and family members. The Company shall pursue marketing opportunities to encourage brand loyalty and increase employee ambassadorship within its local facilities. To that end, the Company and the Union shall jointly explore utilizing media outlets such as the HUB, social media, and Company websites to facilitate connecting its employees to its products and services. The parties will meet bi-annually to share information and ideas to achieve a positive employee vehicle purchasing experience including supporting MOPAR and the dealer network.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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FCA
FIAT CHRYSLER AUTOMOBILES

E/O&C

Payroll Deductions to Obtain Company Vehicles

September xx, 2023

(N-xx) Payroll Deductions to Obtain Company Vehicles

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During 2023 negotiations, the parties discussed the feasibility of providing bargaining unit employees the convenience of payroll deduction as a means of payment for obtaining Company vehicles. The Company stated that while there is no current system to facilitate this process, the parties agreed to explore options available to employees for payroll deduction when purchasing Company vehicles within 90 days following ratification of this agreement.

Very truly yours,
FCA US LLC
By Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Rich Boyer

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E/O&C

Early Production Vehicle Driving

October 14, 1996

(138) Early Production Vehicle Driving

International Union, UAW

Attention: Mr. Jack Laskowski

Dear Sir:

During the course of the current negotiations, the Union raised the issue of hourly employees driving early production vehicles at or near the Corporation's assembly plants in an attempt to identify problems early in the production process that may affect the quality of the vehicle, and whether such work was more appropriately work to be performed by Proving Grounds Test Drivers.

The Corporation advised the Union of its belief that the work at issue was not appropriately Proving Grounds work as Proving Grounds driving is a development responsibility to verify product design intent meets durability requirements. The Corporation advised the Union it historically receives information on the evaluation of vehicles from many areas, including, but not limited to, Product Evaluation vehicles, Fast Feedback and overnight vehicles, and that the early production vehicle driving program was another effort to evaluate the vehicle in an attempt to improve quality, focusing on the relationship of production process variation to product performance.

Notwithstanding the above, it is agreed that if employees are assigned to perform early production vehicle driving assignments they will be assigned to the appropriate salaried Bargaining Unit classification. Routine quality checks associated with brief drives at the end of the assembly line will continue to be performed in the present manner.

The Union also raised concerns regarding distribution of data collected by the drivers. The Corporation assured the Union that this information as with other evaluation information is made available to the plant for appropriate action as required.

Very truly yours,
CHRYSLER CORPORATION
By T. Gallagher

JUF 9/14/23

ABA 9/14/23

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Jack Laskowski

TS 9/14/23 MDH

(216)

FCA

E/O&C

Metal Working Fluids

October 22, 2015

(163) Metal Working Fluids

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the parties discussed at length the exposure levels of metal working fluids within the Company's facilities. The parties recognize that the Company has made great strides in the past few years in improving our plants' environments. Our new facilities have been engineered with significant attention to employee health and safety, resulting in metal working fluid levels well below 1.0 mg/M^3. Moreover, as new equipment has been placed in existing facilities, similar results have been achieved. Likewise, in existing facilities, a variety of means and efforts associated with current systems have resulted in impressive improvements over pre-existing conditions. These efforts and new tooling (installed and projected) at existing facilities have dramatically reduced overall Company mist levels. In fact, in those locations with new installations, we believe the overall environmental average for the area or plant is at or below 0.5 mg/M^3.

The Company advised the Union of our intent to continue similar efforts throughout the life of the current Agreement. To that end, we will endeavor to engineer and design new equipment to attain a level of 0.5 mg/M^3 time weighted average (TWA) for initial production start-up. Furthermore, efforts will be made to attain this level after start-up. Moreover, the Company agreed that, for its existing equipment, it will strive to control mist levels at a Company exposure guideline of 1.0 mg/M^3 or less.

Medical surveillance (consisting of a standardized respiratory symptoms questionnaire) for respiratory effects of metal working fluids will be offered to employees who regularly work in operations with metal working fluids. The questionnaire will be made available to workers on an annual basis and/or when they visit the medical department. The status of the medical surveillance participation will be documented at a Weekly Incident Review Board Meeting (WIRBM).

During the life of this Agreement, powertrain plants performing machining operations will conduct mist mapping on a biennial basis. Each map will be dated and color coded to show ranges of representative mist levels based on NJC guidance, for each bay in each

TB 9/18/23 MDH (217) JJF 9/14/2

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 NTG audit.

A subset of the NTG 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,
FCA US LLC
By Glenn Shagena

JJF 7/14/23

Accepted and Approved:

INTERNATIONAL UNION,UAW
By Norwood H. Jewell

ABA 9/14/23

TB 9/14/23 MDH
TW DS

(218)

FCA

E / O & C

Performance Bonus

~~December 16, 2019~~

~~(198) Performance Bonus~~

~~International Union, UAW~~

~~Attention: Mrs. Cynthia Estrada~~

~~Dear Mrs. Estrada:~~

a. ~~Performance Bonus payments will be made to each eligible seniority employee in accordance with the following table:~~

~~Eligibility Date~~	~~Eligibility Year~~	~~Amount~~	~~Payable During the Week Ending~~
~~September 9, 2019~~	~~September 10, 2018 through September 8, 2019~~	~~3% of Qualified Earnings~~	~~December 29, 2019~~
~~September 7, 2020~~	~~September 9, 2019 through September 6, 2020~~	~~3% of Qualified Earnings~~	~~September 18, 2020~~
~~September 6, 2021~~	~~September 7, 2020 through September 5, 2021~~	~~3% of Qualified Earnings~~	~~September 19, 2021~~
~~September 5, 2022~~	~~September 6, 2021 through September 4, 2022~~	~~3% of Qualified Earnings~~	~~September 16, 2022~~

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~~An employee shall become eligible for the Performance Bonus payments provided herein, if the employee has seniority as of each designated eligibility date set forth above.~~

~~An employee's Performance Bonus will be based on the qualified earnings during the fifty-two (52) consecutive pay periods immediately preceding the pay period in which the~~

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TB OD 4.1 (219)

designated eligibility date falls.

Qualified earnings, as used herein, are defined as income received by an eligible employee from the Company during the Performance Bonus eligibility year resulting from the following:

Base Wages*

Shift Premium*

Vacation Pay

Holiday Pay

Bereavement Pay

Jury Duty Pay

Call-In Pay

Short-Term Military Duty Pay

* Including Overtime, Saturday, Sunday and Holiday Premium Payments

b) Eligible employees are defined as follows:

i. Salaried Bargaining Unit employees hired prior to April 15, 2010 whose weekly rates are at or above the maximum weekly rates of their respective grades prior to the year in which the Performance Bonus is paid

ii. Salaried Bargaining Unit employees hired on or after April 15, 2010 whose weekly rates are at or above the maximum weekly rates of their respective grades prior to the year in which the Performance Bonus is paid

c) Employees Not Eligible:

i. Salaried Bargaining Unit employees who have received either a Phase-up or a Promotional increase during the eligibility year in which the Performance Bonus is paid.

ii. Salaried Bargaining Unit employees below the maximum weekly rate of their respective grades during the eligibility year for which the Performance Bonus is paid.

An employee who retires during the Performance Bonus Eligibility Year beginning September 10, 2018 or September 9, 2019 or September 7, 2020 or September 6, 2021 and who, but for such retirement, would have had seniority as of the designated respective eligibility date, shall qualify for the Performance Bonus as defined based on the employee's qualified earnings during the eligibility year as defined above.

In the case of an employee who dies during the Performance Bonus Eligibility Year beginning September 10, 2018 or September 9, 2019 or September 7, 2020 or September 6, 2021, a Performance Bonus shall become payable as if the employee were a seniority employee on the designated eligibility date, calculated based on the employee's qualified

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10/29/23 MDH (220)

earnings during the eligibility year as defined above. Such Performance Bonus shall be paid to the employee's duly appointed representative, if there be one, and, if not, to the spouse, parents, children, or other relative or dependents of such person as the Company, in its discretion, may determine.

Very truly yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

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(221)

FCA

E/O&C

Hiring of Per Diem Nurses

October 22, 2015

O & C & E
(207) Hiring of Per Diem Nurses

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sirs:

During these negotiations, the Union expressed its concern that per diem Nurses currently working for the Company were not considered as potential candidates to fill open positions. As the Company pursues the most qualified candidates who have posted for open positions, the Company agrees to give consideration to current per diem Nurses who are qualified and who have expressed interest in being considered for an open full-time position.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell

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9/20/23

FCA

E/O&C

Nurse Preceptor

~~October 22, 2015~~

~~O & C & E~~
~~(208) Nurse Preceptor~~

~~International Union, UAW~~

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

~~Dear Sirs:~~

~~The parties agree that Nurses assigned the task of training other nurses will receive the E-leader pay rate for the hours spent serving as a Nurse Preceptor.~~

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

~~Accepted and Approved:~~

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

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(223)

FCA

E/O&C

Professional Affiliations and Required Licensing Fees

October 22, 2015

O & G & E
(210) Professional Affiliations and Required Licensing Fees

International Union, UAW

Attention: Mr. Norwood H. Jewell

Dear Sir:

During these negotiations, the Union discussed issues related to the Nursing Staff being strongly encouraged to remain current in their professional knowledge by joining or subscribing to state and local medical societies and journals, including the American Association of Occupational Health Nurses. Specifically, the issue raised involved the appropriate membership fees associated with professional groups. To be considered for the above, approval must be secured from Management in advance.

The union was advised that each bargaining unit will be allocated attendance opportunities for appropriate state occupational health conference for the Occupational Health Nurses in the following manner: Bargaining units of 20, or more, full-time occupational nurses will be allocated one attendee annually for every 20 full-time occupational nurses on roll.

Similarly, the Union discussed concerns regarding the requirement that the Nursing Staff remain current with state licensing. The parties agree that all fees required as a condition of employment will be reimbursed.

Very truly yours,
FCA US LLC
By Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By Norwood H. Jewell
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FCA

E/O&C

Clarification of Section 45 (b)

December 16, 2019

OC&E
(228) Clarification of Section 45 (b)

International Union, UAW

Attention: Mrs. Cynthia Estrada

Dear Mrs. Estrada:

During the course of these negotiations the parties discussed and clarified the provisions of Exhibit B, The Life, Disability and Health Care Benefits Program specifically letter (B-7) Disability Evaluation Program (DEP), and the Engineering, Office & Clerical Agreement, Section 45.

This will confirm our understanding that the examination conducted under letter (B-7) Disability Evaluation Program is final and binding on all the parties for disability benefits.

It is further agreed the employee may request an independent exam pursuant to Section 45 (b) after being found "Able" or "Able with Restrictions" on the DEP exam. This exam will be final and binding for seniority purposes.

Very truly yours,
FCA US LLC

By: Glenn Shagena

Accepted and Approved:
INTERNATIONAL UNION, UAW

By: Cynthia Estrada

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(229)

FCA

E/O&C

Performance Award

~~December 16, 2019~~

~~(237) 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~~

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In addition, should the International Union, UAW-FCA Department raise any question of equity in application regarding specific employees, the Company agrees to meet on cases in order to review the facts.

Very Truly Yours,
FCA US LLC
By: Glenn Shagena

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Cynthia Estrada

10-28-23

MDH

(227)

10/28/23

Battery Letter - Tentative Agreement Version – 11.3.2023
PART OF OVERALL TENTATIVE AGREEMENT ON CBA, SUBJECT TO RATIFICATION

(xx) Battery Manufacturing

International Union, UAW

Attention: Mr. Shawn Fain

Dear Mr. Fain:

During the 2023 negotiations, the International Union, United Automotive, Aerospace and Agricultural Implement Workers of America ("Union" or "UAW") and FCA US LLC ("Company") discussed at great length the Company's transition to electric vehicles, as well as its 2023 idling of the Belvidere Assembly Plant ("BVAP"), both of which have caused, and are anticipated to cause, disruption to the job security of bargaining unit employees and their economic opportunities. In the context of these discussions, the Company committed to creating solutions to address this transition and the effects of these disruptions on bargaining unit employees. In this regard, this letter sets forth specific agreements between the Company and the Union with respect to battery manufacturing, designed to address the effects of these disruptions.

The Company and Samsung SDI have formed a joint venture entity for purposes of performing battery manufacturing at two facilities in or around Kokomo, Indiana, and the Company intends to form an additional battery manufacturing joint venture entity (or to expand its joint venture entity with Samsung SDI) for purposes of performing battery manufacturing at a facility in or around Belvidere, Illinois.

The Company has and will continue to form these joint venture entities to access the technology, knowledge, and experience the joint venture partners have with respect to battery manufacturing. The Company's contributions to the joint venture entities will include its resources and expertise in developing, in partnership with the Union, a highly competent workforce with equitable employment terms and working conditions.

Accordingly, in the above-referenced forthcoming battery manufacturing facility in or around Belvidere, in recognition of the comprehensive, productive, and efficient labor relations structures that have developed between the UAW and FCA US LLC and its predecessor companies over the last 86 years, the Company has and will exclusively continue to control and retain the right to control the assignment of the production and maintenance work related to battery manufacturing in this facility and will exclusively retain the obligation to manage the labor relations of its Union-represented employees performing production and maintenance work on behalf of the joint venture at that facility, consistent with the labor agreements governing the relationship between the Company and the Union. The Company believes that this structure is critical to its ability to compete in the EV market in years to come.

The Company agrees to ensure that the joint venture entity at the battery manufacturing facility in or around Belvidere will utilize Union-represented FCA US LLC employees for such work, e.g., through an employee leasing or other arrangement in the Company's sole discretion by which those employees will remain Company employees.

Given the foregoing, those Union bargaining unit employees assigned to perform hourly, non-supervisory production and maintenance work for the battery manufacturing joint venture entity at the aforementioned facility in or around Belvidere will be added to the Bargaining Units in Schedule "A" of

the UAW-FCA Production, Maintenance & Parts (PM&P) Agreement, and the inclusion of such unit will be governed by Section (1)(b) of the PM&P Agreement. This battery manufacturing facility will constitute its own Schedule "A" Bargaining Unit.

1. Application of PM&P Agreement to the Belvidere Battery Manufacturing Facility

The following shall apply to the battery manufacturing facility in or around Belvidere, which is to be included as a Bargaining Unit in Appendix Schedule "A" as described above:

a. All terms of the PM&P Agreement, including Schedule A and Exhibits B through F, as well as the FCA US LLC UAW Savings Plan, the FCA US LLC UAW Pension Agreement, and the Group Legal Services Plan, will apply to bargaining unit employees employed by the Company, except as provided in Section 1.b., below.

b.

i. **Wages**. All bargaining unit employees newly hired by the Company to work in the battery manufacturing facility (i.e., those employees who do not transfer from a bargaining unit position at another facility covered by the PM&P Agreement) will receive wages according to the following table:

	Non-Skilled	**Skilled Trades**
Effective 1/1/2024	$26.45	$32.09
Effective 1/1/2025	$27.24	$33.05
Effective 1/1/2026	$28.06	$34.04
Effective 1/1/2027	$28.90	$35.06
Effective 1/1/2028	$30.35	$36.82

The wage rates set forth in the table will be considered minimum wage rates. In recognition of the evolving nature of the electric vehicle industry and the fact that the battery manufacturing facility in or around Belvidere has not yet been constructed, the Company will have the right to increase the rates in the table during the term of the PM&P Agreement, upon advance notice to the Union. Further, the Company will provide the Union an opportunity to discuss any such increases prior to implementation.

No differentials or other premium payments described in the PM&P Agreement will apply automatically, except for those required by law (e.g., time-and-one-half after 40 hours in a workweek). In recognition of the differences between battery manufacturing and other types of manufacturing, any other differentials or premium payments will be the subject of future bargaining between the parties, as described in Section 1.b.v., below.

ii. **Paid Time Off.** In recognition of the 24/7 operation required in battery manufacturing, the parties agree that provisions and procedures regarding holidays, vacation, and other paid time off may be different in a battery manufacturing facility. These differences may include, but are not necessarily limited to, identification of specific holidays, the manner in which requests for

time off are granted, and the amount of pay provided for work on a holiday. Accordingly, all items related to paid time off will be the subject of future bargaining between the parties, as described in Section 1.b.v., below, but (1) the total number of holidays and the total amount of paid vacation granted to employees at the battery manufacturing facility will not be less, in the aggregate, than that at other locations covered by the PM&P Agreement, and (2) the amount of paid bereavement leave available for a death in the immediate family, as well as the definition of "immediate family," shall be the same as in Section 81 of the PM&P Agreement.

iii. **Fringe Benefits**. The following terms will apply to all bargaining unit employees newly hired by the Company to work in the battery manufacturing facility (i.e., those employees who do not transfer from a bargaining unit position at another facility covered by the PM&P Agreement):

a. The spouse of any such employee will not be eligible for coverage under Exhibit B if the spouse has the ability to obtain comparable hospital, surgical, medical, and prescription drug insurance through the spouse's employer. The Company will have the right to amend Exhibit B to reflect these differences.

b. Any such employee will receive a 6% non-elective employer contribution to the Savings Plan, instead of the amounts currently set forth in Appendix V of the FCA US LLC UAW Savings Plan, and the Company will have the right to amend Appendix V to reflect the different contribution rate accordingly.

iv. **Other Items.** Sections 6, 15-18, 20-21, 39-40, 43, 44, 50-52, 55-66, 68, 70-71, 81, 85-92, 95-103, 104-105, 109, 111 of the PM&P Agreement will not apply automatically to the battery manufacturing facility. Nor will the terms of the Supplemental Agreements for the trades referenced in 76-77. Nor will anything in Section 5, after the word "premises" in the first paragraph, anything in Section 8, after the work "lockout," or anything in Section 29(b), after the word "Agreement." Further, none of the Letters, Memoranda and Agreements to the PM&P Agreement will not apply automatically, except Letters 88, 96-97, 106, 109, 146, 186, 210, 222, 231, 288, and M5. Rather, to the extent either party desires for any of the foregoing contract provisions to apply, their application will be the subject of future bargaining between the parties, as described in Section 1.b.v., below.

v. **Future Bargaining Obligation.**

a. In recognition of the unique and open issues regarding the operation of a battery manufacturing facility not addressed by the parties' prior negotiations and covered by the PM&P Agreement, all mandatory subjects of bargaining not already fixed by Sections 1.b.i. through 1.b.iii will be subject to good-faith bargaining between the parties. The terms and conditions agreed upon in such bargaining will be included in a

separate written Supplemental Agreement to the PM&P Agreement, covering the battery manufacturing facility, in recognition of the need to address specific issues regarding the transition from ICE to EV propulsion systems related to battery manufacturing and any local issues.

Further, the parties may bargain over technical modifications to the details of the grievance procedure, to account for any differences made necessary by the fact that bargaining unit employees will be leased employees working in a joint venture facility.

Such bargaining will commence no later than six months prior to the Company's good-faith estimate of the first date on which bargaining unit employees will be needed to work on a permanent basis at the facility. The Company will provide the UAW with written notification of its estimate in that regard as soon as it is known and will update that estimate promptly if it changes. The parties agree to engage in good-faith bargaining with the objective of concluding those negotiations within 120 days.

Further, in recognition of the critical importance of health and safety, as well as sound training, in any manufacturing environment, the parties agree to focus their bargaining first on those two substantive areas, with the intention of reaching an interim agreement on those subjects before finalizing the complete Supplemental Agreement and with the intention of reaching agreements on these topics that live up to the high standards of the parties at their current manufacturing facilities.

b. The UAW agrees that it and its bargaining unit members will not strike or conduct or support any job action, economic action, picketing, handbilling, consumer boycott activity or corporate campaign activity in connection with the bargaining described in Section 1.b.v.a. and waives all such rights in that regard. The Company reciprocally agrees not to engage in any lockout during that that time. These reciprocal waivers of the right to strike and lockout shall expire with the expiration of National Agreement on April 30, 2028 at 11:59PM.

c. The Parties agree that the Supplemental Agreement will expire at the same time as the National Agreement.

c. **Transfers.**

i. **BVAP Employees.** At the start-up of the joint venture facility in or around Belvidere, and for a period of 18 months thereafter, job opportunities will be offered as follows in seniority order:

a. First: to qualified bargaining unit employees who: (1) were employed at BVAP prior to shift reductions caused by Cherokee volume reductions, (2) remain employed by FCA US LLC or are subject to recall from layoff by the

Company, and (3) who are in Labor Market Area (LMA) combined with employees who maintain return-to-home-plant rights and return-to-home LMA pursuant to Memorandum of Understanding 11 (HBU) and Letter 197 (SBU).

If there are not enough employment opportunities at the Belvidere battery manufacturing facility to accommodate employees who meet the criteria set forth above, BVAP seniority, followed by overall corporate seniority, will prevail.

b. Second: to qualified employees who transferred to any FCA US LLC facility as the result of Cherokee volume reductions, who do not have return-to-home-plant rights.

c. Third: to qualified bargaining unit employees on indefinite layoff from the Company.

ii. **Subsequent Transfers.** Transfer rights between the battery manufacturing facility and other facilities covered by PM&P Agreement subsequent to the initial start-up of the battery manufacturing facility will be the subject of bargaining under Section 1.b.v., above.

2. Application of PM&P Agreement to the Kokomo Battery Manufacturing Facilities.

As the Union knows, a majority of the joint venture entity that will operate the two planned battery manufacturing facilities in Kokomo, Indiana, known as StarPlus Energy LLC, is owned by Samsung SDI. Accordingly, the Company agrees that following reaching agreement on the terms of this letter, it will use reasonable and good-faith efforts to obtain Samsung SDI's agreement that it will lease production and maintenance employees from the Company for purposes of operating those two facilities or otherwise enable the Company to make the same or substantially similar commitments to the Union for the Kokomo facilities that are found in this letter pertaining to the Belvidere facility, including application of and inclusion in the PM&P Agreement as described in Section 1. In return, the Union agrees that if the Company can make those commitments, then the Parties will make the same or substantially similar reciprocal commitments for the Kokomo facilities that are found in this letter pertaining to the Belvidere facility, including transfer rights into the Kokomo facilities upon start-up, and for a period of 18 months thereafter, as follows:

a. First: the Company will canvass from a combined list of HBU employees at all Kokomo locations in order of corporate seniority.

b. Second: the Company will place indefinitely laid off employees inside the Labor Market Area pursuant to the process described in Letter 247.

c. Third: the Company will canvass current supplemental employees in the Labor Market Area.

Battery Letter - Tentative Agreement Version – 11.3.2023
PART OF OVERALL TENTATIVE AGREEMENT ON CBA, SUBJECT TO RATIFICATION

4. Most Favored Nations Status

If the Union enters into any collective bargaining agreement covering a battery manufacturing facility in the United States that enables the employer covered by that agreement to obtain more favorable terms with respect to wage rates, health and welfare benefits (including employee contributions), retirement benefits (including the level of non-elective contributions to a defined contribution retirement plan), or other economic terms than are set forth in this letter or in any subsequent agreement between the parties covering employees at the Belvidere or Kokomo battery manufacturing facilities, then the Union must immediately provide written notice to the Company of that agreement, including a copy of the relevant terms. Upon receipt, the Company may adjust the terms of this letter agreement and/or other aspects of its agreement(s) with the Union concerning the terms and conditions of employment at the joint venture manufacturing facilities to conform with the terms negotiated by the Union with that other employer.

5. No Single or Joint Employer Status

Reflecting the longstanding partnership developed between the UAW and FCA US LLC and its predecessor companies described above, the Union and the Company desire and agree that Union-represented employees assigned to work on behalf of the battery manufacturing joint ventures covered by this agreement will exclusively be employees of the Company; that the Company shall not constitute or be deemed a single or joint employer(s) with any of the joint ventures; and that none of the joint ventures will be a party to or bound by the PM&P Agreement or any agreements entered into pursuant to Section b., above. The Union hereby waives its right to assert any argument to the contrary in any future arbitration or other legal proceeding.

6. Impossibility

If, after reasonable and good-faith efforts, the Company is unable to create a joint venture entity to operate the battery manufacturing facility in or around Belvidere that will enable the Company to satisfy its commitments in this letter with respect to such facility, the parties will promptly meet and bargain over the effects of that development. In such bargaining, the parties will endeavor to reach an agreement on an alternative solution to the issues giving rise to this letter agreement, as described in the first paragraph of this letter agreement.

Very truly yours,

FCA US LLC Christopher Fields

By: Christopher Fields

Accepted and approved:

INTERNATIONAL UNION, UAW

Shawn P. Fain

By: Shawn Fain

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QUESTIONS FOR THE RECORD

RESPONSE BY SHAWN FAIN (UAW) TO QUESTIONS OF SENATOR LUJÁN

SENATOR LUJÁN

Topic: As a child and grandchild of union workers, I know the power of a union job and I'm immensely proud of your fight for what workers deserve, and the historic wins you have negotiated to date.

Workers face large wealth gaps. Unions help to close those gaps, and I want to make sure Americans see this in action. UAW recently reached ratified agreements with the Big Three after concluding its Stand-Up Strike, fighting for record contracts that matched companies' record profits.

We have seen automakers rack in record profits. Over the last decade, profits at the Big Three increased about 92 percent, but this hasn't trickled down to their workers. Over the past 4 years, average worker pay at these companies rose barely 6 percent. Meanwhile, Big Three CEOs are making between 281 to 365 times more than their average worker.

Question 1. How will UAW's agreements, which include a worker pay raise of at least 25 percent over 4 years, help to close this wealth gap for 150,000 plus workers?

Answer 1. The 150,000 UAW autoworkers at the Big Three won back major provisions such as cost-of-living adjustments (COLA), annual bonuses for retirees, and the elimination of wage tiers. Our members will see raises of at least 33 percent, after COLA and compounded wage increases, ranging up to over 160 percent for some of the lowest-paid workers over the life of the contract.

At all three companies, we won a 3-year wage progression to top pay rate, down from 8 years, which restores the progression in place before the 2011 contract.

Stellantis agreed to reopen an assembly plant in Belvidere, Illinois, that Stellantis shuttered in February and committed to build a $3.2 billion battery plant there employing more than a thousand union workers.

Current retirees will receive annual bonuses for the first time in 15 years, a $1.25 billion boost in their benefits. That is a billion dollars more than the union won for retirees than the last four contracts combined.

Question 2. Have non-union companies also offered pay hikes for their workers?

Answer 2. Volkswagen will increase pay by 11 percent for non-union production workers at its Chattanooga assembly plant in Tennessee starting December 2023.

- Nissan will raise top wages for workers at U.S. manufacturing plants by 10 percent in January, impacting about 9,000 U.S. workers. Nissan is also eliminating wage tiers for U.S. production workers.
- Hyundai will raise wages for non-union production workers at its Alabama factory by 25 percent by 2028, impacting 4,000 hourly workers.
- Honda will increase pay for production workers at its U.S. facilities by 11 percent starting in January 2024 and would also cut the time it takes factory workers to get to the top-wage tier to 3 years from six.
- Toyota will raise the wages of non-union U.S. factory workers, with hourly manufacturing workers at top pay will receiving a raise of about 9 percent starting January 2024.
- Subaru will raise the wages of its U.S. plant workers in Lafayette, Indiana. The company is yet to determine the amount of the raise.

We call it the UAW bump: that stands for "U. Are. Welcome." Non-union auto companies have used fear, uncertainty, and division to break union drives in our industry.

Question 3. Can you discuss how UAW's Stand Up Strike has helped to close the wealth gap for not only its union members, but for non-union workers as well?

Answer 3. Our Stand Up Strike launched on September 14 against the Big Three. This was a new strategy to take on corporate greed at Ford, General Motors, and Stellantis. It allowed us to center our members in a national campaign where worker strikes strategically grew and escalated over time, giving our union's bargaining teams maximum power to negotiate and win a record contract.

We won terms in this contract that our industry hasn't seen in 15 years or more. We won victories that will instantly change the lives of thousands of families across

this country. Over time, it will transform communities, adding thousands of jobs and massively boosting the purchasing power of working-class families.

Question 4. What role do you see UAW and other unions playing to ensure wealth is distributed equitably, not just handed out to wealthy CEOs?

Answer 4. We are organizing to help thousands of autoworkers in this country, primarily in the South, to raise the living standards for the working-class and join our union.

When union members win, we all win. The UAW bump has proven that and now it's time to get non-union automakers the full benefits of joining a union.

The UAW's new contracts covering 146,000 workers at the Big 3 are strategically set to expire on May 1, 2028. We're calling on everyone in the labor movement to align their own expirations for that date, setting up a battle with some of the country's biggest corporations in four-and-a-half years.

Still, we need your help. The working class needs this Committee, and the entire Congress to step up. Not only in supporting our fights and other fights like ours. But to finish the job for economic and social justice for the entire working class.

Topic: It's vital that union membership grows not only to keep America's economy strong, but to close the gap between the rich and poor. Unions today are enjoying a surge of support, particularly among younger and more diverse workers.

Question 5. How do unions help their members, especially young people, Black, and Hispanic workers, achieve economic security?

Answer 5. Unions give workers the collective power to demand their fair share and fair treatment from their employer. Without a union, a worker has to deal with the boss on her own. And we all know how that goes. At the UAW, we bargain not only over things like wages, benefits, and work schedules, but also over benefits in the case of a layoff, tuition assistance, paternity leave, DEI training and certification, and much more. Unions help young, Black, and Hispanic workers achieve economic security by giving them the power to secure the conditions they need for themselves.

RESPONSE BY SEAN O'BRIEN (IBT) TO QUESTIONS OF SENATOR LUJÁN

SENATOR LUJÁN

Topic: Despite these historic contract victories and increases in worker organizing in recent years, many workers can't exercise their right to form and join unions because of union-busting campaigns waged by wealthy corporations.

Earlier this year, the Committee examined tactics used by Starbucks to combat organizing and workers' fight for a first contract, including those at the only unionized Starbucks in New Mexico.

Question 1 Have your unions experienced similar resistance trying to get to a first contract? And how do these tactics hurt union and non-union workers, and America's economy, when left unchecked?

Question 2 Why is it important that Congress close these loopholes, which companies exploit to avoid or delay negotiating first contacts and bargaining in good faith, by passing the Protecting the Right to Organize (PRO) Act?

Answer to Questions 1 and 2. Yes, weaknesses in the NLRA that permit an employer to delay first contract and avoid bargaining in good faith are a problem. Yes, it is a problem that all workers, including Teamster members have had to grapple with. Loopholes and weaknesses in the NLRA permit an anti-union employer to effectively wage two separate anti-union intimidation campaigns. First, to obstruct a successful union election and then to obstruct first contract. The longer the employer can drag both out, the better chance they have of effectively achieving their goals by exhausting and intimidating their employees who understandably fear the loss of their jobs and income.

The PRO Act would require collective bargaining to begin within 10 days of the certified union's request to do so; mediation if no contract is reached within 90 days; and mandatory arbitration of a 2-year contract if no contract is reached through mediation. The PRO Act also requires the National Labor Relations Board (NLRB) to order the employer to bargain if the union wins the election, or if the employer interferes with the election and a majority of employees have already designated the union as their desired bargaining representative. These provisions, if enforced would help to level the playing field for workers who exercise their right to form their union.

RESPONSE BY SARA NELSON (AFA-CWA) TO QUESTIONS OF SENATOR LUJÁN

SENATOR LUJÁN

Topic: We need to recognize the importance of what unions do for working families across the country. But it's also important to recognize the wider impact that our unions have making every industry they represent safer. As we continue to work to pass a full FAA reauthorization, and legislation to make crucial updates to our rail system, unions have been at the front lines fighting to make our transportation systems safer.

Question 1. Can you speak briefly to the role that your union plays in making our aviation system safer?

Answer 1. The Association of Flight Attendants (AFA-CWA), in partnership with the Association of Professional Flight Attendants (APFA), advocated for numerous policy priorities in both the House and Senate 2023 FAA Reauthorization bills that will have a positive impact on the health and safety of airline crew and passengers, such as: improving the air quality in the cabin, regulating the cabin temperature so it is not too hot or too cold, reviewing the emergency evacuation procedures to ensure all passengers and crew can exit in a safe and timely manner, among others.

Also, our union has a vital role in closing an existing loophole. JSX and SkyWest airlines are attempting to bypass critical safety and security measures involving scheduled commercial flights through the public charter flight rules. We are fighting to stop a new business model from expanding in the U.S. and bypassing safety and security regulations. This new business model, once confined to private jet charters, now threatens to take over a large part of the air services industry. SkyWest has an application pending before the U.S. DOT/FAA seeking an exemption to use Part 135 safety regulations instead of complying with Part 121 safety standards. We have submitted public comments, alongside all other aviation unions, opposing their efforts. We encourage you and your colleagues to contact the DOT and urge them to stop airlines from trying to operate as Part 135 flying operations but operating as Part 121 in name through an allowed DOT scheduling authority loophole. We must stand in solidarity to uphold critical aviation safety and security measures. A copy of our submission to the docket is attached for your review.

RESPONSE BY SEAN O'BRIEN (IBT) TO QUESTIONS OF SENATOR MARSHALL

SENATOR MARSHALL

President O'Brien. At the most recent HELP hearing, you were asked about the events and actions that have led to the recent demise of Yellow Corp. It is my understanding, based on your abbreviated testimony that Teamster members working at Yellow have, over more than a decade given back more than $5 billion in wage and benefit concessions to keep this mismanaged company in business, in an effort to protect their own jobs.

Question 1. Can you give a detailed timeline and explanation of the concessions that Teamster Members have given Yellow Corp. over the years?

Answer 1. In 2009, after the ink was barely dry on the 2008–13 collective bargaining agreement, the Yellow (formerly YRCW) companies faced bankruptcy and liquidation and sought and obtained concessions from the more than 29,000 Teamster-represented workers in 2009. These concessions included a 10 percentwage cut. Teamster members working at the Yellow companies voted on and ratified these concessions but only after receiving assurances by Yellow executives and management that the concessions were temporary and that they would enable the Yellow enterprise to stabilize.

Those assurances went unfulfilled. The next year, in 2010, the Yellow Companies sought additional wage, benefit and work rule concessions from their Teamster-represented employees. Again stating that they were on the brink of insolvency, the Yellow companies sought and obtained significant economic concessions from the Teamster-represented employees. These additional concessions included an additional 5 percent wage reduction and a 75 percent reduction in the pension contribution.

Through an extension agreement in 2014 obtained yet again under the threat of liquidation and new collective bargaining agreement in 2019 (that does not expire until 2024), the membership continued to grant the Yellow operating companies concessions and received only modest wage increases—far below industry standards. Their 75 percent pension concession has essentially remained in effect.

The concessions made by the Teamster members over the last 14 years have exceeded 5 billion dollars in terms of wage and pension contributions alone. Much of those concessions was attributed to the pension cuts, and those cuts have been devastating. The pension concessions are not eliminated or even mitigated by the American Rescue Act of 2021. Thus, since 2010, a member hired at one of the Yellow operating companies on and after 2010 would essentially have to work 100 years to obtain what previously would have been a 25-year pension (i.e. 25 percent of the 2009 contribution). It should also be noted, that by the time the Yellow Companies stopped operating in July 2023, the Teamster members' wages were also below industry standard. The effect on the Teamster families was significant.

Finally, in an effort to divert attention from its mismanagement and squandering of more than $5 billion in worker concessions, as well as its conduct in securing a highly controversial $700 million Cares Act loan Yellow from the Treasury Department in 2020, Yellow has filed a lawsuit against the International Brotherhood of Teamsters and various of its affiliates. In light of that pending litigation, further comment is not appropriate at this time.

Question 1. In your opinion is there anything else that the Teamsters can do to protect jobs at Yellow Corp?

Answer 1. At this time, a U.S. bankruptcy court has permitted a sale which will parcel out a number of the Yellow Corp.'s shipping centers to multiple buyers. The Teamsters Union remains committed to supporting our members who have been displaced due to Yellow's decades long mismanagement by identifying and placing these members in good union jobs with comprehensive health and welfare benefits.

Question 2. More importantly, is there anything that Congress or the Biden administration can do to protect the more than 22,0000 jobs that are threatened by the Yellow bankruptcy filing?

Answer 2. The Teamsters Union is grateful to House and Senate Members who have fought this year to protect Teamster members at Yellow Corp. by supporting efforts of buyers interested in operating Yellow Corp. as a "going concern". Unfortunately, the terms of the company's CARES Act loan, while well intentioned, obstructed these efforts. At this time, a U.S. bankruptcy court has permitted a sale which will parcel out a number of Yellow Corp.'s shipping centers to multiple buyers. However, there are still buyers who are interested in operating a portion of Yellow Corp.'s centers as a "going concern." We will keep Members in both the House and Senate apprised as these buyers move forward.

Question 3. Working people are having a hard time in the current economy. They have to deal with inflation and have a harder time making paychecks cover what they need. I have particular concerns about the way that hidden credit card fees increase inflation and reduce the buying power of workers' hard-earned money. Is that an area of concern for the Teamsters and your members?

Answer 3. Yes. The Teamsters fight to secure fair wages, high quality of life, and a dignified retirement for our members in each of our collective bargaining agreements. While our members substantially outperform their non-union peers in terms of wages and financial security, any dollar coming out of their pocket due to the unchecked greed of large corporations will always be a core concern for our union and our membership.

Question 4. One piece of legislation that is a priority for me is the Credit Card Competition Act which I am cosponsoring with Senator Durbin. It seems to me that bringing some market competition to a broken market might help with the $1,000 the average American family pays in these hidden fees each year. Do you have a position on that legislation?

Answer 4. The International Brotherhood of Teamsters is proud to endorse the Credit Card Competition Act. The existing duopoly in the credit card market has created an environment in which there is no incentive for competition on interchanges fees. As a result, both merchants and consumers pay the price while the largest multibillion dollar financial institutions in the country rake in profit. The Teamsters thank Senators Marshall and Durbin for leading this important legislation, and support its enactment into law.

RESPONSE BY SEAN O'BRIEN (IBT) TO QUESTIONS OF SENATOR MURPHY

SENATOR MURPHY

As you know, Amazon bills their Delivery Service Partner (DSP) program as a program that's designed to "empower leaders" who are interested in running their

"own delivery business." However, in practice, the DSP program has created a largely unregulated business model that has given Amazon way too much control over these delivery partners. DSP drivers are placed under immense pressure to meet delivery quotas—in some cases, this has caused drivers to turn off their safety apps as they try to deliver packages faster.

DSP managers have also been incentivized to request that drivers bypass daily inspections and to not report certain types of safety issues with their vans. And workers are paying the price: One report analyzing OSHA data showed that, in 2021, nearly 1 in 5 DSP drivers were injured on the job. Worse still, Amazon is alleged to have committed numerous violations of workers' rights, including refusing to recognize and bargain with the Teamsters and threatening workers who engage in union activity.

Amazon is relying on a network of contracted DSP drivers to meet unrealistic delivery quotas, and they're willing to sacrifice the drivers' safety if it means delivering more packages. All the while, they're shirking any responsibility for worker safety, since DSP drivers are technically contract workers employed by another company. Drivers in many states—including Connecticut—have started to recognize the egregiousness of what Amazon is doing and have started picketing Amazon warehouses over these unfair practices.

Question 1. What would union representation and protection mean for these workers, who are risking their safety and the safety of others to meet Amazon's delivery quotas? How does a model like Amazon's DSP program deny workers their basic rights?

Answer 1. Hundreds of thousands of Amazon delivery vans and trucks operate on neighborhood streets and roadways in countless communities across our Country. These delivery drivers wear Amazon vests, drive Amazon-branded vehicles, deliver Amazon packages, and log their progress on an Amazon app. But when Amazon delivery drivers dare to organize a union and fight for improvements in their wages and working conditions, Amazon has refused to bargain with them in good faith. For workers to effectively exercise their right to collectively bargain on the job, they need to be able to negotiate with every entity that exercises meaningful control over the terms and conditions of their work.

Amazon controls virtually every aspect of the work that a DSP driver does, including the routes they drive, and subjects them to intensive surveillance on the job. Still, the company insists that these drivers are not its employees. Amazon claims that DSP drivers are the employees of supposedly independent businesses (Amazon's Delivery Service Partners) that contract with Amazon. The truth is that many DSP owners face tremendous financial difficulties because they are not independent. DSP owners have discretion over very few aspects of their business, but they shoulder all the employment responsibilities and risk that should rightfully be Amazon's to bear.

A growing body of reporting and expert analysis shows that Amazon's system of control without responsibility poses major risks to drivers, and the public. One recent analysis cites that "drivers delivering packages for Amazon DSPs were injured at an astounding rate of nearly one injury per five full-time-equivalent workers in 2021 (18.3 per 100 workers)—a nearly 40 percent increase above the previous year's injury rate." By exploiting weak or under enforced laws governing labor, health and safety, Amazon has created a delivery system that is driving down wages and safety standards across the logistics industry, posing a threat to communities, workers and responsible high road business owners.

In August, rank-and-file Teamster members voted by an overwhelming 86.3 percent to ratify the most lucrative contract in the history of the Teamsters at UPS. The agreement passed by the highest vote ever for a Teamsters contract at UPS. This 5-year contract protects and rewards more than 340,000 UPS Teamsters in the United States and Puerto Rico, raising wages for full-and part-time workers, creating more full-time jobs, and securing important workplace protections, including—for the first time—air conditioning in new package cars and heat shields and ventilation ducts in existing vehicles, which will protect the safety and health of our members. The Amazon DSP business model robs DSP drivers of their rights under the NLRA. As a member of the Teamsters Union, a DSP driver would have the power of 1.3 million men and women standing with them and fighting with them to demand the same wages and working conditions that Teamsters at UPS have rightfully achieved.

RESPONSE BY SARA NELSON (AFA-CWA) TO QUESTIONS OF SENATOR MURRAY

SENATOR MURRAY

President Nelson, you described the incredible work that your union has done to fight gender inequality and improve safety, not only for the members of your union, but also for the flying public.

Question 1. How do collective bargaining and unions help ensure the safety of workers, including the 4,887 Association of Flight Attendants members in Washington, and the safety of passengers?

Answer 1. Flight Attendants, pilots, air traffic controllers, TSA agents, mechanics, baggage handlers, gate agents, food caterers, airport concessions, and many other critical positions that are part of the aviation industry workforce ecosystem are safer when we have labor contracts in place that protect, workplace rights, and we are sufficiently staffed to carry out our duties safely and efficiently. Union protections are critical to empower workers to speak up, identify concerns/risks, and press for solutions. Today, we have serious concerns about the integrity of aviation safety with continued threats of government shutdowns and continuing resolutions that fail to provide the necessary support for hiring, training, infrastructure, and technology advancements. AFA urges the Senate to pass an FAA Reauthorization bill to maintain and improve aviation safety for crew and passengers. In addition to the fundamental need for shoring up our national air transportation system, AFA has pressed for specific safety initiatives included in the bill: improving cabin air quality, establishing Aircraft cabin Temperature Standards, Pumping Guidance, support for Flight Attendants to attend Crew Member Self Defense Training, updating aircraft emergency evacuation standards, reducing exposure to air turbulence, studying and reducing the risks of radiation exposure, deterring crew member interference by disruptive passengers, and review of Medical Equipment on Board.

RESPONSE BY SHAWN FAIN (UAW) TO QUESTIONS OF SENATOR MURRAY

SENATOR MURRAY

The recent UAW contracts have shown the power of unions to win big for their members and make a real difference in the lives of workers and their families.

Since January 2021, there have been 72 strikes in Washington state. As you are all too aware, strikes require workers to risk their livelihoods because labor law is simply inadequate to protect them—that's a big part of why I first wrote the PRO Act.

Question 2. How would the PRO Act help protect workers who choose to exercise their right to strike?

Answer 2. The PRO Act protects employees' right to strike by preventing employers from hiring replacement workers, and from discriminating against employees who supported or participated in a strike. It also prohibits any lockouts from occurring prior to a strike. Under current law, employers may offensively lockout employees by prohibiting them from returning to the worksite, until they accept the employer's offer.

It does more than solely protecting workers who strike. It empowers future union members and unions to exercise our freedom to organize and have a seat at the table to bargain wages, health and safety and benefits. Workers would be able to reach a first contract quickly after a union is recognized. The Act would end managements' practice of punishing striking workers by hiring permanent replacements.

Speaking up for labor rights is within every worker's rights—and workers shouldn't lose our jobs for it. We need to hold corporations accountable by strengthening the National Labor Relations Act and allowing the government to significantly penalize employers who retaliate against working people in support of forming a union. We need to repeal "right to work" laws—that lead to lower wages, fewer benefits, and more dangerous workplaces.

The PRO Act is more than labor law reform, it's protecting your rights in the workplace. A union contract is the single best tool we have to close racial and gender wage gaps, and to ensure dignity and due process for workers. When we expand collective bargaining, we increase protections for women, people of color, immigrants, and the LGBTQ community in areas where our laws are still falling short. The UAW has led the way on these issues through bargaining protections in workplace contracts and the PRO Act would significantly improve our ability to expand this work.

RESPONSE BY SEAN O'BRIEN (IBT) TO QUESTIONS OF SENATOR MURRAY

SENATOR MURRAY

It was great hearing about how the Teamsters wins at the bargaining table are helping to improve the lives of members and their families.

However, we know that all too often, workers struggle to bring the employer who really controls their life at work to the table. That is why I have strongly supported the NLRB's Joint-Employer Rule, and led a comment letter with 21 of my colleagues in support of the proposed rule. This standard is also codified in the PRO Act.

Question 3. President O'Brien, how would this important protection help workers?

Answer 3. For workers to effectively exercise their right to collectively bargain on the job, they need to be able to negotiate with every entity that exercises meaningful control over the terms and conditions of their work. The NLRB rule outlines a process to determine when two or more entities will be considered a "joint employer," by considering their control over workers' compensation, hours of work, disciplinary rules, assignment, and supervision of duties to be performed. When properly applied, this rule will guarantee that large corporations cannot avoid their responsibility to bargain with the workers that they ultimately control, when those workers choose to form a union.

Companies like Amazon, for example should be held responsible as a joint-employer of their over 275,000 Delivery Service Partner (DSP) drivers. These drivers wear Amazon vests, drive Amazon-branded vehicles and log their movement on an Amazon app. Amazon controls virtually every aspect of a DSP driver's working life, but the company insists that these drivers are solely employed by supposedly independent businesses (Amazon's Delivery Service Partners) that contract with Amazon. The truth is that DSPs have discretion over very few aspects of their business, while shouldering the employment responsibilities that should rightfully be Amazon's to bear. When companies exploit weak labor law to avoid liabilities and shift costs to their supposed subcontractors, they are also harming small business owners by stifling entrepreneurship and fair competition. Enforcing the strongest possible joint employer protections will help to remedy this unfair practice.

[Whereupon, at 12:11 p.m., the hearing was adjourned.]

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