

UNIFOR • FIAT CHRYSLER BARGAINING REPORT

SUMMARY OF THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FIAT CHRYSLER AUTOMOBILES



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HIGHLIGHTS

- \$1.5 billion in investments
- General wage increases
- \$7,250 Up Front Lump Sum Payment
- Inflation Protection Bonuses
- Improved New Hire Program
- Wage Parity Adjustment
- Benefit improvements
- Three-year term
- Lump sum payment for retirees aged 80+

YOUR UNIFOR FIAT CHRYSLER 2020 BARGAINING COMMITTEES



Photo taken on October 9, 2020 in compliance with COVID-19 public health measures.

JOINT MESSAGE TO ALL FIAT CHRYSLER AUTOMOBILES MEMBERS

BUILDING MOMENTUM THROUGH BARGAINING

Collective bargaining is never easy. Even with a firm pattern established at Ford, negotiations with FCA proved difficult. It was through solidarity that our union prevailed, bargaining a solid agreement that secures the core pattern provisions and lands another game-changing investment in electric vehicles. In a matter of weeks, Canada has become a forerunner in green cars, and green jobs.

Our strategy of pattern bargaining creates stability for autoworkers across Canada, and has for generations. What is good for one autoworker is good for all. This strategy has served us well, especially today – securing at FCA a pattern economic package that is as good as we have seen in decades.

This contract delivers a 5% increase to hourly rates, along with \$11,250 in bonuses. Improvements to the New Hire Program will see members receive higher wages and a faster path to full rate, along with a return of key benefits like the Legal Services Plan and the 5% and 10% shift premiums.

Our skilled trades will see their 20% wage differential restored, production assembly workers will have their wages adjusted to match production assembly workers at Ford, and TPTs will receive major wage improvements. Members will see improvements to the benefits plan, along with other health and safety and equity gains detailed in this summary document, including 10 days of paid domestic violence leave and a new racial justice advocate.



JERRY DIAS
National President



LANA PAYNE
National Secretary Treasurer



JAMES STEWART
FCA Master Bargaining Chair

Equally important is that this settlement marks another massive investment in Canada's automotive future, positioning us to lead on alternative propulsion vehicle technology for many years to come.

Pending ratification, and supports from government, FCA will invest in a state-of-the-art multi-energy vehicle platform at the Windsor Assembly Plant that will enable the assembly of both Plug-In Hybrid Vehicles (PHEVs) and Battery Electric Vehicles (BEVs), starting with at least one new model in 2024. This estimated \$1.5 billion investment not only establishes Windsor as a leader in electrification, it also forecasts the return of the third shift in 2024, adding potentially 2,000 jobs to the current active rolls.

(continued on page 2)

This is an important vote of confidence in Windsor - an important facility facing an uncertain future due to falling minivan sales. Alternatively, declining sales are not what is facing Brampton Assembly, where vehicle sales continue at near-record highs. In this round of talks, the Company committed to extend the life of the Chrysler 300, introduce multiple derivatives of the Dodge Charger and Challenger, and make various capital upgrades – all good news for our members as we continue to chart a path forward on next generation products.

On top of that, Etobicoke Casting will see work in-sourced for the high volume Jeep Wrangler, 9-speed transmissions and potentially other products. We also confirmed FCA's decision to reverse the outsourcing of transportation work (FCAT) in Windsor, and made important gains in our depots, office, clerical, engineering and security units.

This year's Auto Talks will go down in history as a transformational moment for the Canadian auto sector. Years of government neglect, job loss and worker despair is quickly turning to optimism, hope and a very bright future. Canada is back in the game, in a very big way and Unifor members at FCA are a part of that.

We couldn't be prouder of the work done by the FCA Master and Local Bargaining Committees. We join them in unanimously recommending this tentative agreement for your ratification.

In solidarity,

Jerry Dias,
National President

Lana Payne,
National Secretary Treasurer

James Stewart,
FCA Master Bargaining
Committee Chair

WAGE INCREASES AND BONUSES FOR TRADITIONAL MEMBERS (hired before September 24, 2012)

WAGE TABLE

Wage increases: 2.5% in years 1 and 3.

All members at full rate of pay will receive a 4% lump sum bonus in year 2 of the agreement.

The current accumulated cost of living allowance of \$0.61 remains unchanged. The quarterly COLA adjustment will be suspended until June 5, 2023, at which time the adjustment will be reactivated.

WAGE GAINS: PRODUCTION AND SKILLED TRADES

Hourly Earnings	Production	Trades	Lump Sums/Bonuses
Current Earnings (does not include COLA)	\$35.40	\$41.88	
Year 1 Wage Increase	2.5%	2.5%	
Year 1 Skilled Trades Adjustment		\$0.38	
Year 1 Wage (does not include COLA)	\$36.29	\$43.31	
Up Front Lump Sum			\$7,250
Year 2 4% Lump Sum			4% of earnings
Year 2 Inflation Protection Bonus			\$2,000
Year 3 Wage Increase	2.5%	2.5%	
Assembly Parity Adjustment	\$0.13		
Year 3 Skilled Trades Adjustment		\$0.38	
Year 3 Inflation Protection Bonus			\$2,000
Year 3 Wage (does not include COLA)	\$37.33	\$44.77	

Note: Job classifications above are for illustrative purposes only. 4% lump sum payment applies to production and skilled trades members at full base rate. Production is illustrated by Team Member wage. Trades is illustrated by Electrician wages. Parity Adjustment applies only to Assembly classifications.

NEW! SKILLED TRADES SPECIAL ADJUSTMENT
A two-step Skilled Trades special adjustment of \$0.38 in years 1 and 3 will reinstate the 20% base wage differential.

NEW! ASSEMBLY PARITY ADJUSTMENT
A special one time increase in year 3 reestablishes parity between FCA and Ford assembly workers.

RECOMMENDATION

Your Master Bargaining Committee and Local Bargaining Committees unanimously recommend this tentative agreement.

We urge you to vote in favour.

THREE-YEAR TERM

Unifor has negotiated a **three-year agreement** that expires at 11:59 p.m. on Monday, September 18, 2023.

COLA ENHANCEMENT

The COLA calculation has been adjusted to better reflect increases in the cost of living over a three-year period.

WAGES

- 2.5% wage increase, effective September 28, 2020.
- 4% lump sum payment, based on previous twelve months' earnings, effective September 27, 2021.
- 2.5% wage increase, effective September 26, 2022.

ECONOMIC SUMMARY

ECONOMIC GAINS FOR TRADITIONAL PRODUCTION MEMBERS

Table for illustrative purposes only.

Increase	Year 1	Year 2	Year 3	Total
Up Front Lump Sum Payment	\$7,250			\$7,250
Inflation Protection Bonus		\$2,000	\$2,000	\$4,000
Parity Adjustment			\$270	\$270
Wage Increase	2.5%		2.5%	
Annual Value of Wage Increases	\$1,840	\$1,840	\$3,730	\$7,410
Lump Sum		4%		
Annual Value of Lump Sums		\$3,020		\$3,020
Total Value	\$9,090	\$6,860	\$6,000	\$21,950

Note: Value for a traditional team member working 2,080 hours of straight time per year.

TEMPORARY PART-TIME

Temporary part-time workers will receive the following increases and changes:

- **\$500** up front lump sum payment upon ratification.
- Pay rate adjusted to 65% of the full base rate.
- Wage adjustments in line with all negotiated general wage increases.



UP FRONT LUMP SUM PAYMENT: \$7,250

Unifor has negotiated an up front lump sum payment. On the Monday following notice of ratification, active employees and members on the inactive roll who performed work for the company between January 2, 2020 and the Monday following the notice of ratification will receive a one-time **\$7,250** up front lump sum payment, including those who retired prior to ratification unless they accepted a retirement package (this excludes TPTs).

Employees who retired in 2020 and accepted a retirement incentive package are eligible for **\$3,625** of the lump sum payment.

The company will provide an option for employees to have payment of the lump sum directed to an RRSP.

Payment will be made November 20, 2020.

INFLATION PROTECTION BONUS: 2 X \$2,000

A lump sum bonus of **\$2,000** will be paid to each employee prior to the Christmas Holiday period in the following months: December 2021, December 2022.

This bonus is available to active and inactive members who performed work for the company in the respective payment year.

Employees hired on or after the effective date of the agreement will receive a prorated bonus in his or her first year of employment starting with the month following hire date.

The company will provide an option for employees to have payment of the bonus directed to an RRSP.



NEW HIRE PROGRAM (hired on or after September 24, 2012)

A critical priority in 2020 negotiations was to improve the New Hire Program for current members and future hires.

ENHANCING THE WAGE PROGRESSION

The New Hire Wage Progression has been improved in substantial ways:

- The grid has been shortened to 8 years.
- The base percentages in the grid have been improved at every step. For example, a new hire will earn 65% of the full base rate. Previously, the percentage was 61.25% of the 2012 base rate.
- The catch-up year has been eliminated.
- Members will now receive the full base rate upon completion of their 8th year of seniority.
- Wages will now adjust with negotiated increases.
- Wages will now be tied to classification rates.

IMPROVING OTHER PROGRAM ELEMENTS

- The afternoon (5%) and night (10%) shift premiums have been reinstated for all workers.
- Eligibility for Supplemental Unemployment Benefit (SUB) has moved from 5 to 3 years. As a result, the Guaranteed Annual Income Credit provisions will now follow the master language set at Ford.
- The shortened wage progression accelerates the timeline for members to access the following benefits on completion of the new hire program:
 - COLA
 - Dependent Scholarship Program
 - Retirement Health Benefit Contributions
 - Legal Services Plan



LEGAL SERVICES PLAN

The Legal Services Plan amended to provide coverage for all employees once completing the New Hire program until retirement.









WAGE PROGRESSION

PRODUCTION MEMBER EXAMPLE

Seniority	Current Progression % of Base	Current Hourly Rate	New Progression % of Full Base Rate	Year 1: 2.5% GWI Hourly Rate	Year 3: 2.5% GWI and \$0.13 Parity Adjustment Hourly Rate
Start	61.25%	\$20.84	65%	\$23.59	\$24.26
1	64%	\$21.78	69%	\$25.04	\$25.76
2	66.75%	\$22.72	73%	\$26.49	\$27.25
3	72%	\$24.50	77%	\$27.94	\$28.74
4	76%	\$25.86	81%	\$29.39	\$30.24
5	80%	\$27.22	85%	\$30.84	\$31.73
6	84%	\$28.59	90%	\$32.66	\$33.60
7	88%	\$29.95	95%	\$34.47	\$35.46
8	92%	\$31.31	100%	\$36.29	\$37.33
9	96%	\$32.67	100%	\$36.29	\$37.33
10	100% Old Base Wage	\$34.03	100%	\$36.29	\$37.33
11	100% Full Base Wage	\$35.40	100%	\$36.29	\$37.33

NEW HIRE PROGRAM CONTINUED

ECONOMIC GAINS FOR IN-PROGRESSION MEMBERS

	Enhanced progression: the new wage income* you will receive over 3 years will be...	Up Front Lump Sum Payment	Inflation Protection Bonus		Grand Total New Money over 3 Years
			Year 2	Year 3	
If on the date of ratification your seniority is...	0-1 Yrs.  \$22,107	\$7,250	\$2,000	\$2,000	\$33,357
	1-2 Yrs.  \$23,653	\$7,250	\$2,000	\$2,000	\$34,903
	2-3 Yrs.  \$24,314	\$7,250	\$2,000	\$2,000	\$35,564
	3-4 Yrs.  \$24,091	\$7,250	\$2,000	\$2,000	\$35,341
	4-5 Yrs.  \$25,528	\$7,250	\$2,000	\$2,000	\$36,778
	5-6 Yrs.  \$27,722	\$7,250	\$2,000	\$2,000	\$38,972
	6-7 Yrs.  \$31,941	\$7,250	\$2,000	\$2,000	\$43,191
	7-8 Yrs.  \$31,010	\$7,250	\$2,000	\$2,000	\$42,260

*Calculation does not include the change in the shift premium.

UNDERSTANDING WAGE GAINS FOR MEMBERS IN THE ENHANCED NEW HIRE PROGRAM

EXAMPLE:
A member hired on October 30, 2015 (4 years' seniority)

Current hourly rate: \$25.86

2020

Scale adjustment (Sept.) = \$27.56 (+\$1.70)
 Full base rate adjustment (Sept.) = \$28.67 (+\$1.11)
 2.5% increase to full base rate (Sept.) = \$29.39 (+\$0.72)
 Step increase on anniversary (Oct.) = \$30.85 (+\$1.46)

Total 2020 increase = +\$4.99 per hour

2021

Step increase on anniversary (Oct.) = \$32.66 (+\$1.81)

Total 2021 increase = +\$1.81 per hour

2022

2.5% increase to the full base rate (Sept.) = \$33.59 (+\$0.93)
 Step increase on anniversary (Oct.) = \$35.46* (+\$1.87)

Total 2022 increase = +\$2.80 per hour

*Without negotiated improvements this rate would have been \$29.95.

INVESTMENT AND PRODUCT COMMITMENTS

FIAT CHRYSLER AUTOMOBILES PRODUCT AND INVESTMENT COMMITMENT LETTER

Mr. Jerry Dias
National President
Unifor
205 Placer Court
Toronto, ON
M2H 3H9

Dear Mr. Dias:

The global automotive industry and particularly the Canadian automotive sector is facing a rapidly changing, complex global environment and, at the same time, a historical shift in the industry towards electrified and connected vehicles.

As partners, we must continue to challenge ourselves in how we approach our business, be committed to finding flexible solutions and bolster our competitiveness for our employees, their families and our communities.

For nearly a century, FCA has maintained a strong manufacturing footprint in Canada. Over the last decade alone, we have invested over CDN \$4B in our Canadian manufacturing facilities - more than any other OEM in the country.

Additionally, we have proudly supported thousands of Canadian workers and their families employing more people and building more vehicles than any of the domestic three automakers. FCA desires to maintain this trend.

Given this time of rapid and significant change for our industry, the Company and the Union agree that a healthy, secure Canadian auto sector and manufacturing footprint, with respect to investment and new product allocation will be predicated on both competitive operational practices and appropriate government financial support to build a strong viable business case for future investments. Only this partnership will ensure a robust case which secures future investment.

The following commitments are subject to the two key conditions in the preceding paragraph and, as always, to market demand, consumer preferences, Company business plan requirements, Group Executive Committee approval and economic conditions.

WINDSOR ASSEMBLY

In addition to the continued production of the current Pacifica and Voyager/Grand Caravan products, including the PHEV, AWD and ICE models, FCA confirms the intention to install a new multi-energy vehicle architecture (including Plug-In Hybrid Electric (PHEV) and/or Battery Electric (BEV) capability) and at least one new model on that architecture, contingent on the necessary agreements in partnership with the Company, the Union, and both Federal and Provincial governments which includes the implementation of this collective agreement and government financial support for the associated investments. With that joint commitment, the Company's intention is to add the necessary assembly tooling and equipment to manufacture electrified vehicles for future models, currently planned from the 2025 model year.

The total impact of this investment and product plan is estimated at **5,700** secured or new jobs by 2024 returning to a 3 shift operation.

Potential workforce increase of **2,000** employees over today's active on-roll employment.

Investment related to Windsor Assembly: **CDN \$1.35B to \$1.50B.**

BRAMPTON ASSEMBLY

The Company confirms its intention to continue production of the current products through the life of the Agreement. Sales of Dodge Charger and Challenger are at an all-time high, commanding approximately 45 percent of the segment in the U.S. market and both had all-time sales records in Q3 2020. Based on the strong sales performance of these Dodge muscle cars, the Company commits to the introduction of three new variants of these products during the life of this Agreement and sustenance capital for the manufacturing operations.

The Company commits to install a tempered air system in General Assembly.

Investment related to Brampton Assembly: **CDN \$50M**

(continued on page 7)

INVESTMENT AND PRODUCT COMMITMENTS

(Letter continued from page 6)

ETOBICOKE CASTING

The Company commits to in-source the 9-speed transmission carrier casting.

The Company commits to in-source the Jeep Wrangler GMET4 oil pan.

The Company will continue to explore new work or work currently out-sourced to increase capacity utilization, where a sound business case can be supported.

Currently identified investment related to Etobicoke Casting: CDN **\$14.4M**, with an associated increase in the current hourly workforce of 22%.

FCAT

The Company commits to CDN **\$14.3M** for the lease of replacement switchers & tractors.

In total, the planned investment by FCA in its Canadian operations will be significant, ranging from CDN **\$1.43B - \$1.58B** with the potential addition of **2,000** new jobs.

We believe that all parties recognize that for the Canadian automotive manufacturing industry to remain competitive, contributions from industry, union and the government are necessary. Accordingly, the union has agreed that it will partner with the Company to approach the Federal and Provincial governments to obtain financial incentives that will support the business cases for the proposed investments and contribute to the success of the vision set out in this letter.

Sincerely,

Jacqueline Oliva
Head of Human Resources
FCA Canada Inc.

INSURANCE

INSURANCE BENEFITS

On ratification, all life and disability program benefits, including Survivor Income Benefits, are increased for active employees at the new hourly rates of pay.

The following table illustrates the improvements after applying the negotiated general wage increases over the term of the agreement:

INSURANCE EXAMPLE For illustration purposes only			
	Current	Sept. 2020	Sept. 2022
Team Member	\$35.40	\$36.29	\$37.33
S&A	\$870	\$900	\$915
EDB under 10 years	\$3,075	\$3,165	\$3,225
EDB 10 or more years	\$3,380	\$3,480	\$3,550
AD&D	\$40,500	\$41,750	\$42,500
Group Life	\$81,000	\$83,500	\$85,000
Tradesperson	\$41.88	\$43.31	\$44.77
S&A	\$1,025	\$1,055	\$1,090
EDB under 10 years	\$3,670	\$3,740	\$3,865
EDB 10 or more years	\$3,985	\$4,115	\$4,215
AD&D	\$47,750	\$49,500	\$51,000
Group Life	\$95,500	\$99,000	\$102,000

OPEN ENROLLMENT

Annual open enrollment period for optional and dependent insurance coverage continued for each year of the agreement, with a discount of 5% premiums effective January 1, 2021.

SICKNESS AND ACCIDENT PROGRAM

The company will provide sickness and accident benefits for up to 5 days following completion of a residential substance abuse treatment program for transitioning to aftercare, if recommended by a treatment facility doctor.

NEW HIRE RETIREMENT HEALTH CARE CONTRIBUTION

For employees hired on or after September 24, 2012 the employer will make an hourly contribution toward post-retirement health care benefits upon completion of the New Hire Program.

Contributions (to a maximum of 2,080 hours) will be phased in to \$1 per hour over four years as follows:

- \$0.50/hour contribution in Year 1
- \$0.50/hour contribution in Year 2
- \$0.75/hour contribution in Year 3
- \$1.00/hour contribution in Year 4+

Contributions will be directed to an Employee Life and Health Trust (ELHT) subject to agreement on feasibility of such a Trust for this purpose.

HEALTH BENEFITS



VISION CARE

Increased coverage reimbursement levels by \$50 to:

- Single vision lenses \$270
- Bi-focal lenses \$325
- Multi-focal lenses \$395
- Contact lenses \$280

Laser eye surgery will increase to \$450.

Increased vision examination reimbursement by \$25 to a maximum of \$110.



PARAMEDICAL

Psychologist Treatment benefits are increased to \$75 per visit and annual maximum increased to \$700 per benefit year, per participant.



Occupational Therapy benefits added for dependent children not otherwise covered by provincial healthcare, up to annual maximum of \$500 per year.



DURABLE MEDICAL EQUIPMENT

Coverage for Continuous Glucose Monitoring systems added to an annual maximum of \$1,600.



MEDICAL CANNABIS

Annual limit of \$500 where prescribed by physician due to illness or medical condition. Benefit administration consistent with 2020 Unifor-Ford agreement language.



DENTAL CARE

Increased annual maximum by \$200 to \$3,000.

Increased lifetime orthodontics maximum by \$200 to \$3,800.

The Ontario Dental Association (ODA) Fee Schedule will be updated from 2019 to 2020 effective January 1, 2021. The one year lag will continue over the term of the Agreement. For example: in 2022, the 2021 ODA will be in effect.



RETIREMENT HEALTH CARE CONTRIBUTION

(FOR EMPLOYEES HIRED BETWEEN MAY 5, 2009 AND SEPTEMBER 24, 2012)

Beginning the first payroll period following ratification, employees hired between May 4, 2009 and September 24, 2012 will immediately receive employer-provided retirement health care contributions, starting at \$0.50/hour and rising to \$1.00/hour after four years. The current employer contribution for these members is \$0.40.

Contributions will continue to be made to the established group RRSP. However, employees will be offered a one-time election opportunity to direct future contributions to an Employee Life Health Trust, should one be established.

PENSION BENEFITS

LEGACY DEFINED BENEFIT (DB) PLAN

The terms of the current pension plans remain unchanged including the terms of the Hybrid Pension Plan. The lifetime pension and the 30-and-out Special Allowance and Supplement will continue in their current amounts.

DB CONTRIBUTORY PLAN

DB contributory members hired between May 5, 2009 and September 24, 2012 and currently contributing \$1.00 per hour will transfer into and become subject to the terms of the Legacy non-contributory DB plan with no credited service year maximum.

DEFINED CONTRIBUTION (DC) PLAN

The union and company agreed to explore transferring DC plan members (anyone hired on or after September 19, 2016) to the College of Applied Arts & Technology (CAAT) DBplus plan. The CAAT DBplus provides a lifetime DB pension including survivor benefits, indexation and early retirement options.

PENSION CREDIT BUY BACK FOR DB/DC HYBRID PLAN MEMBERS

A one-time buy back opportunity is now available for Hybrid plan members (hired between September 24, 2012 and September 18, 2016) who missed out on contributions due to periods of layoff and/or ESA statutory leaves.

SKILLED TRADES



APPRENTICESHIPS

FCA has committed to hiring up to 75 apprentices, between the Brampton Assembly Plant, Windsor Assembly Plant and Etobicoke Casting Plant.

The split between the facilities will be determined by the requirements at each location and by the Master Apprenticeship Committee.

SKILLED TRADES UNION EDUCATION PROGRAM

Funding has been secured to continue this valuable program.

RETIREE BONUS

Retirees and surviving spouses aged 80 or older to receive a special one-time payment of \$500.

RESTRUCTURING RETIREMENT ALLOWANCES

Restructuring retirement allowances have increased to \$60,000 for non-skilled trades and \$70,000 for trades.

Restructuring allowances include a \$20,000 vehicle voucher.

RETIREMENT INCENTIVE

The company will provide a one-time \$40,000 lump sum retirement incentive for up to 350 employees (including 20 skilled trades) in early 2021.

275 (15 for Trades) will be set aside for the Brampton Assembly Plant.

The parties will meet to discuss allocation across Unifor locations.

FCAT OUTSOURCING REVERSED

FCA has officially reversed its decision to outsource its transportation division (FCAT) in Windsor.

FCA also commits \$14.3 million to lease replacement switchers and tractors.

OUT OF PROVINCE TRAVEL INSURANCE

The union and company will review a recent administrative policy change relating to medical stability for Out of Province insurance coverage.

RESIDENTIAL TREATMENT PROGRAM FUND

The parties agreed to meet within 90 days of ratification to discuss the efficient use of the RTP (Residential Treatment Program) fund.

HEALTH, SAFETY, ERGONOMICS AND THE ENVIRONMENT

LEADERSHIP COVID-19 STATEMENT

The Company and the Union reflected on the collective journey taken to help ensure everyone's safety at FCA Canada facilities. Through dedication, collaboration and innovation, Unifor and FCA Canada remain committed to address the continuing challenges posed by COVID-19.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

The Joint Health and Safety Committees in each facility will meet to decide different options of PPE to wear during the warmer months (eg. t-shirts in lieu of vests).

FCA Canada will provide an allowance toward Custom Ear Protection for members as part of their PPE, with a doctor's note.

Additional Parka styles and fits will be available to accommodate gender, size, and choice to those employees who are entitled under the cold weather plan.

ENHANCED WORKPLACE ENVIRONMENT REPRESENTATIVE TRAINING

During the 2020 negotiations, the Company and the Union had extensive discussions relating to the advantages of having a Unifor Workplace Environmental Representative and their positive impact in the workplace. The 3-day annual Conference continues to enhance the knowledge of the workplace representatives including: chemical safety, transportation of dangerous goods, hazardous waste, environment management audit training, and hazmat spills response – first responder's awareness level.

UNIFOR INVOLVEMENT IN EMERGENCY PREPAREDNESS

The parties agreed that the local JHSC will participate in the evacuation planning discussions for their locations and provide recommendations for improvements.

COMMITMENT TO TRAINING

The NJHSC will develop a plan to ensure that Health and Safety representatives are fully trained and up to date with current legislation.

NEW EMERGING TECHNOLOGIES

The parties discussed emerging technologies like artificial intelligence, the role of JHSCs and the understanding of applicable safety standards, regulations and required safety prevention controls prior to their implementation.



INDUSTRIAL HYGIENE

The parties reaffirmed the role of the workplace H&S representatives and the need to further their skills to prevent injuries and illnesses. During the life of the collective agreement, the JHSC and NJHSC members will receive enhanced training on provincial regulations, permissible exposure limits, hierarchy of controls, effective communication of sampling results and other topics as agreed to by the NJHSC.

PSYCHOLOGICAL HEALTH AND SAFETY

The Company and the Union discussed psychological health and safety including the CSA Z1003 Psychological Health and Safety in the Workplace Standard. During the term of the collective agreement, the NJHSC will review the Standard with the local JHSCs and discuss its application to local work practices and communications.

SAFETY SHOE ALLOWANCE

The annual safety shoe allowance increased to the following amounts:

- Production \$125.00
- Trades \$150.00

PAID HOLIDAY SCHEDULE: October 2020 - September 2023

Monday, October 12, 2020	Thanksgiving
Friday, November 13, 2020	Remembrance Day*
Thursday December 24-25, 2020	December Holiday Period
Monday December 28-31, 2020	December Holiday Period
Friday, January 1, 2021	December Holiday Period
Friday, April 2, 2021	Good Friday
Monday, April 5, 2021	Monday after Easter
Friday, May 21, 2021	Friday before Victoria Day
Monday, May 24, 2021	Victoria Day
Friday, July 2, 2021	Canada Day
Friday, September 3, 2021	Friday before Labour Day
Monday, September 6, 2021	Labour Day
Monday, October 11, 2021	Thanksgiving
Friday, November 12, 2021	Remembrance Day*
Friday December 24, 2021	December Holiday Period
Monday December 27-31, 2021	December Holiday Period
Friday, April 15, 2022	Good Friday
Monday, April 18, 2022	Monday after Easter
Friday, May 20, 2022	Friday before Victoria Day

Monday, May 23, 2022	Victoria Day
Friday, July 1, 2022	Canada Day
Friday, September 2, 2022	Friday before Labour Day
Monday, September 5, 2022	Labour Day
Monday, October 10, 2022	Thanksgiving
Friday November 11 2022	Remembrance Day*
Monday December 26-30, 2022	December Holiday Period
Monday, January 2, 2023	December Holiday Period
Friday, April 7, 2023	Good Friday
Monday, April 10, 2023	Monday after Easter
Friday, May 19, 2023	Friday before Victoria Day
Monday, May 22, 2023	Victoria Day
Friday, June 30, 2023	Canada Day
Friday, September 1, 2023	Friday before Labour Day
Monday, September 4, 2023	Labour Day

* Brampton employees will not observe the November 13, 2020, November 12, 2021, November 11, 2022 holidays but instead will observe the October 9, 2020, October 8, 2021 and October 7, 2022 holiday.

* Etobicoke employees will not observe the November 13, 2020, November 12, 2021, November 11, 2022 holidays but instead will observe the August 2, 2021, August 1, 2022 and August 7, 2023 holiday.



**Your Master Bargaining Committee and Local Bargaining Committees
unanimously recommend this tentative agreement.
We urge you to vote in favour.**

EQUITY

To enhance the equity work undertaken by Unifor, gains were achieved in this round of negotiations, including:

RACIAL JUSTICE

Unifor and FCA have agreed to develop an ambitious Anti-racism action plan, including the establishment of a new Racial Justice Advocate position.

This new Racial Justice Advocate will work through the Employment Equity rep and offer support to those who face anti-Black and anti-Indigenous discrimination.

Additionally, the parties agree to recognize March 21 – the International Day for the Elimination of Racial Discrimination – each year, to organize actions and a moment of reflection.

DOMESTIC OR SEXUAL VIOLENCE LEAVE

If a Unifor member is ineligible for S&A benefits, the company will provide up to 10 paid days of leave when an employee or an employee's child has experienced or been threatened with domestic or sexual violence.

DIVERSITY AND INCLUSION

Within 90 days of ratification, the union and company will meet to establish a joint task force for the purpose of planning and implementing a comprehensive communications strategy relative to diversity, inclusion and mental health initiatives.

PRIDE MONTH

All company owned Canadian facilities will fly the Pride flag for the month of June.



BUSINESS AND NEW TECHNOLOGY MEETINGS

UNIFOR-FCA BUSINESS REVIEW

The Union and the company will increase the frequency of the existing business review meetings from annually to quarterly. The parties agree to review company product plans and business forecasts, including on electric, autonomous, connected vehicle and component parts development.

ADVANCED TECHNOLOGY COMMITTEE

Unifor and FCA have established an Advanced Technology Committee that will meet periodically throughout the calendar year. The parties will discuss company plans to implement new operational technology in Unifor facilities.

Given the potential overlapping nature of the Unifor-FCA business review meetings and the Advanced Technology Committee, the parties will combine these meetings.

OTHER PROVISIONS

CHILD CARE BENEFIT

The Child Care Benefit is expanded to include coverage for for-profit regulated and registered daycare facilities. Increases are \$4 (to \$16) on the Full-Day benefit for ages 0-6, \$3 (to \$9) on the Half-Day and before/after school benefits, and \$600 (to \$3,000) on the annual maximum.

Subsidy maximum for children ages 3-10 who do not qualify for the half- or full-day subsidy is increased by \$3 per day for the use of licensed before-school care, after-school care, or both.

If an eligible employee passes away while covered by this benefit the child care benefit will be provided to the surviving spouse and eligible dependents for the same length of time as survivor coverage under the HSMDDV benefit.

SCHOLARSHIP PROGRAM

Expanded to add coverage for certificate programs at accredited post-secondary schools in the United States and Canada. The program will also provide coverage for employees hired on or after September 24, 2012 after completing the New Hire program.

LEAVE ALLOWANCE

Amend the duration of Family Medical Leave allowance (top up) to align with the duration of the Employment Insurance Benefit or as per the ESA whichever is longer.

YOUR UNIFOR FIAT CHRYSLER MASTER BARGAINING COMMITTEE



JERRY DIAS
National President



LANA PAYNE
National Secretary
Treasurer



JAMES STEWART
FCA Master Bargaining
Committee Chair, Secretary
Treasurer, Local 444, Windsor



SHANE WARK
Assistant to the National
President



SCOTT DOHERTY
Executive Assistant
to the National President



DINO CHIODO
Director, Auto Sector



SARI SAIRANEN
Director, Health, Safety
and Environment



ANGELO DiCARO
Director, Research



COREY VERMEIJ
Director, Pensions
and Benefits



JOHN BRESLIN
Director, Skilled Trades



CAMMIE PEIRCE
National Representative,
Pensions and Benefits



KAYLIE TIESSEN
National Representative,
Research



DAVE CASSIDY
President,
Local 444, Windsor



TONY GRECO
Plant Chairperson, Windsor
Assembly Plant, Local 444



PAUL RENAUD
Skilled Trades
Chairperson, Windsor Assembly
Plant, Local 444



MANUEL CARDOSO
1st Vice President,
Local 444, Windsor



DARRYL DESJARLAIS
3rd Vice President,
Local 444, Windsor



DOUG BOUGHNER
FCA Health and Safety
Coordinator



DANNY PRICE
President, Local 1285,
Brampton



ARDIS SNOW
Vice Chair, FCA Master
Bargaining Committee, Plant
Chairperson, Brampton Assembly
Plant, Local 1285



DUANE REAY
Skilled Trades
Chairperson, Brampton
Assembly Plant,
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LISA CONTINI
Financial Secretary,
Local 1285, Brampton



VITO BEATO
1st Vice President,
Local 1285, Brampton



JOE GIORGI
2nd Vice President,
Local 1285, Brampton



PATRICK DERIAN
OC&E Chairperson,
Brampton Assembly Plant,
Local 1285



ROD MCGILL
President, Local 1459,
Etobicoke



TREVOR REID
Plant Chairperson,
Etobicoke Casting Plant,
Local 1459



FLORIN BUCIU
OC&E Chairperson,
Etobicoke Casting Plant,
Local 1459



STEVE MORASH
President, Local 1498,
OC&E Chairperson,
Windsor Assembly Plant,
Local 1498



JOE DENARDI
Chairperson, Security and
Fire, Windsor Assembly
Plant, Local 195



GEORGE AVGEROPOULOS
Chairperson,
Mississauga Parts
Distribution Centre,
Local 1285



LUC LAURENT
Plant Chairperson,
Montreal Parts
Distribution Centre,
Local 698



CALVIN THUDIUM
President, Local 815,
Red Deer Parts
Distribution Centre

