

UNIFOR • FIAT CHRYSLER

LOCAL 1285 OC&E BARGAINING REPORT

SUPPLEMENT TO THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FIAT CHRYSLER AUTOMOBILES



UNIFOR
theUnion | lesyndicat



PATRICK DERIAN

YOUR UNIFOR LOCAL 1285 OC&E BARGAINING COMMITTEE



ANDREA CUBBAGE



BRIAN CUTHBERT

LOCAL HIGHLIGHTS

- * **Commitment for open positions to be filled in a timely manner.**
- * **40 hour minimum of banked time.**
- * **Waiving the six month posting language if bidding on a retiree posting.**
- * **Commitment by Quality Management to discuss flexible working hours.**
- * **Language to allow MQE's to travel off site to review product quality issues when required.**
- * **2 new bikes for the MQE department.**
- * **\$40/week increase for all engineers with 25+ years from date of hire.**

RECOMMENDATION

Your bargaining committee thanks its members for the opportunity to allow us to negotiate a tentative collective agreement on your behalf.

The FCA Master Bargaining Committee has negotiated a tentative deal that reduces disparities between junior and senior employees while improving wages and benefits for all.

We unanimously recommend you vote in favour of the tentative agreement.

THIS IS A THREE-YEAR AGREEMENT WHICH EXPIRES AT 11:59 P.M. ON MONDAY SEPTEMBER 18, 2023

EARNINGS

The base rates will increase by 2.5% upon ratification of the Agreement and there will be an additional 2.5% increase in September of 2022. The current accumulated cost of living allowance (COLA) of \$24.4 remains unchanged. The quarterly COLA will be suspended until June 2023, at which time the adjustment will be reactivated.

WAGE GAINS: SALARIED			
Hourly earnings	Grade 9	Grade 17	Lump sums and bonuses
Current Earnings (not including COLA)	\$1,749.04	\$2,100.57	
Up front lump sum			\$7,250
Ratification Increase	2.50%	2.50%	
Year 1 & 2 Earnings	\$1,792.77	\$2,153.08	
Year 2 4% lump sum			4% of earnings
Year 2 Inflation Protection Bonus			\$2,000
September 2022 Increase	2.50%	2.50%	
Year 3 Inflation Protection Bonus			\$2,000
Year 3 Earnings (not including COLA)	\$1,837.59	\$2,206.91	

NOTE: Job classifications shown above are for illustration purposes only.



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