UNIFOR - FIAT CHRYSLER LOCAL 1285 OC&E BARGAINING REPORT

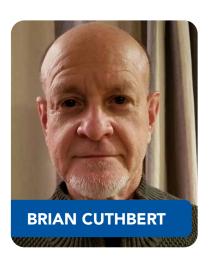






YOUR UNIFOR LOCAL 1285 OC&E BARGAINING COMMITTEE





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.

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.			





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