

# UNIFOR • FIAT CHRYSLER

## LOCAL 1459 BARGAINING REPORT

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



**unifor**

theUnion | lesyndicat

### YOUR UNIFOR LOCAL 1459 MASTER BARGAINING COMMITTEE



#### RECOMMENDATION

Your Unifor FCA Master Bargaining Committee and Local 1459 Committee unanimously recommend this tentative agreement.

We urge you to vote in favour.

### ETOBICOKE CASTING PLANT HIGHLIGHTS

- \* Family called back to ECP with the new investments.
- \* Successfully maintained the Furnace Repair classification Additional training and duties with the intention of expanding the classification.
- \* In the pursuit of Silver, the company has agreed to dedicate four positions to WCM. We all agreed this is important for the future of ECP.

### PRODUCT AND INVESTMENT

- The Company committed to in-source the **9-speed transmission carrier casting**.
- The Company committed 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**.
- Currently identified investment related to Etobicoke Casting: **\$14.4M**, with an associated increase in the current hourly workforce of 22%.

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

# ETOBICOKE CASTING PLANT HIGHLIGHTS CONTINUED

- \* Multi functional printer and fax machine for the Benefit Rep/Women's advocate and EFAP Rep, which will ensure the confidentiality of our Membership.
- \* Winter coats will continue to be supplied for those Members as needed.
- \* Maintained current B/Up system
- \* Maintained shift changes at 4X per year



## OC&E HIGHLIGHTS

- \* PEL language intact/protected.
- \* Path to Grade 18 (Grade 17+).
- \* Commitment to have SBU part of discussions Union - Management regarding future parts and tools at ECP.
- \* Commitment of a formal half/yearly meeting between HR Manager and Union in regards with SBU issues, including aspects PLM related.
- \* Commitment for a review and improvements for the Engineering Office.



# EARNINGS - OFFICE, CLERICAL AND ENGINEERING

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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