

UNIFOR • FIAT CHRYSLER

LOCAL 444 BARGAINING REPORT

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



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YOUR UNIFOR LOCAL 444 BARGAINING COMMITTEE



RECOMMENDATION

Your Unifor FCA Master Bargaining Committee and Local 444 Committee unanimously recommend this tentative agreement.

We urge you to vote in favour.

Our goal going into this tough round of negotiations during a pandemic was to achieve the pattern deal set by Ford and to have a viable plant for all our laid-off members to return to. This bargained investment of \$1.5 Billion dollars into our plant will lead to the production of internal combustion engine (ICE), plug-in hybrid electric vehicle (PHEV), and battery electric vehicle (BEV) platforms.

FCA committed to adding product. We will be the only plant in North America to build 3 separate powertrains. Every member currently on lay off will have an opportunity for recall and the addition of 1,500 new employees reinstating Windsor Assembly back to a 3-shift operation. Pay raises, benefit improvements, reducing the new hire grid, COLA maintained, as well as a signing bonus. This is easily the richest economic package in the past 2 decades. Our plant's future was in serious question. This deal secures our future for years to come.

I want to thank our Master and Local Bargaining committees for all their hard work in this deal and a special thank you to the membership for your support and encouragement throughout this entire process. I along with the entire bargaining committee endorse this contract.

In sol,
Dave

INVESTMENT AND PRODUCT COMMITMENT

- **\$1.5 Billion in investments.**
- **Two platforms with three types of powertrains: battery electric vehicle (BEV), plug-in electric vehicle (PHEV), internal combustion engine (ICE).**
- **FCAT: \$14.3 million to lease replacement switchers and tractors.**



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

WINDSOR ASSEMBLY PLANT HIGHLIGHTS

- * 90 new vacation replacements reducing the overall impact of layoffs affecting junior members.
- * Negotiated tip levels with the company on microwaves, fridges, ice machine parts and fans to ensure there are proper levels of these items on site on a continuous basis to reduce the frustration of our members on the shop floor.
- * Secured investment from the company to install 4 gender neutral washrooms on main floor throughout the plant.
- * Secured the installation of laundry style sinks in the vicinity of current ice/water machines.
- * Negotiated a change to the process for members to enter the clerk department allowing for seniority to dictate the opportunity to 807 into the department.
- * Secured a commitment to improvements to the current CPR training room.
- * Negotiated the purchase of new tool boxes for all stall repair people in departments 9371 & 9390
- * Negotiated 1 posting season over the life of the agreement outside the realignment currently taking place.
- * Negotiated new language in regard to realignment of seniority in the event of a restructuring event.
- * Changed the current foul weather gear language to allow members to select a style of jacket which allows for proper fit.
- * New language for committee person running for a division must be a member having seniority and working in the department.
- * Improved language on production overtime notification, members will be notified for augmentation before last break.
- * Newly hired TPT's will be hired into their assigned department with average hours.



ADJUSTMENT/ACTION CENTRE

Secured an investment commitment of \$411,000 for an adjustment/action centre to provide peer-led support for laid off members.

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SKILLED TRADES HIGHLIGHTS

- * Negotiated new flatbed carts for trades
- * Negotiated the ability for minimum of 2 electricians to move divisions annually.
- * Negotiated (8) 3-wheel bikes for apprentices.
- * Negotiated the repair/ replacement of trades shop equipment.
- * The daily absentee commitment numbers in trades have been reduced on midnight shift by 1 BIW electrician, 2 industrial mechanics and 1 pipefitter, due to the reduced numbers of skilled trades on midnights. All other commitment levels remain the same.
- * Upgrades to the skilled trades training room including new HVAC.



JAMEY DAEHN
COMMITTEEPERSON DISTRICT 4



MIKE STEVENSON
COMMITTEEPERSON DISTRICT 3



KIM MCMASTER
COMMITTEEPERSON S/T



MIKE MCGOWAN
MIDNIGHT SHIFT COORDINATOR



TOM GAUDETTE
AFTERNOON SHIFT COORDINATOR



DWAIN GRAHAM
COMMITTEEPERSON, DISTRICT 2



CARLO DILUCA
WCM LEAD



FRANK MOSEY
COMMITTEEPERSON DISTRICT 1

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