RECOMMENDATION

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

We urge you to vote in favour.

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.

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

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

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