



NOV 2023



UAW STELLANTIS HOURLY AGREEMENT



A Message to UAW Members at Stellantis

Dear UAW Stellantis family,

I think we can all agree that this has been a historic round of negotiations. When we say we have made history, we don't just mean your leadership and our national negotiators. We mean we, the UAW. We mean the Stand Up Strikers of Local 12 in Toledo who took the first step. Our family at the MOPAR facilities brought the pain. And our union family at Sterling Heights Assembly Local 1700 landed the biggest blow.

Everything we did at the bargaining table, every extra hundred million we got the company to give up, was because of you, the members.

We send this contract to you because we know it breaks records. We know it will change lives. But what happens next is up to you all. We set out to do many things that we were told were impossible. We fought like we've never fought before, and we won like we've never won since the days of Walter Reuther. We got back COLA. We brought back a three-year wage progression. We killed the wage tiers at MOPAR. And we saved Belvidere.

The gains in this agreement are worth more than four times the gains in the 2019 contract. In fact, the gains in each individual year of this agreement are worth more than the entirety of the gains in the last contract. The 2023 agreement is worth more than the past four contracts combined. It has more in General Wage Increases than Stellantis workers have received in the past 22 years combined.

And it's not just record-breaking. As we've said, this contract will change lives.

- Our lowest-paid members will see a 168 percent raise through this agreement. That's not a typo. Some Supplemental Employees hired this year at \$15.78 will earn over \$40 per hour in base wages by the

end of this agreement, over \$42 an hour with estimated COLA. In fact, the 2023 TA has more gains for current Supplemental Employees than the entire value of gains in the 2019 agreement for all members.

- Members at MOPAR will see immediate raises up to 76 percent immediately on ratification. A member with three years seniority at those facilities will, upon ratification, go from \$20 an hour to \$35.26 an hour.
- With COLA, by 2028, we'll have a top rate of over \$42 an hour for production, and over \$50 for skilled trades, an over 30 percent raise. By the end of this agreement, our starting full-time rate will be over \$30 an hour, nearly a 70 percent bump from today.

And just as importantly, we did it together. This wasn't a backroom deal hammered out by President Fain or Vice President Boyer. From the International Executive Board and the President's Office to the UAW Stellantis Department, to our national negotiators, our National Stellantis Council, our local leadership, and our rank-and-file members, everyone played a role in securing this victory.

We went into this round of bargaining with the goal of addressing decades of concessions and givebacks. We know that the Stand Up Strike will go down in history. For months we have insisted that "Record Profits Mean Record Contracts," and after standing together, we made good on that demand.

While we may not have won everything we wanted, we won more than most people thought was possible.

This contract will not only change lives now, but it lays the foundation for even bigger gains in the future. That is why we both wholeheartedly endorse this tentative agreement.

In solidarity,

Shawn Fain, President
International Union, UAW

Rich Boyer, Vice President
UAW Stellantis Department



QR Code for Changed Pages Book





Highlights

- ▶ COLA Reinstated
- ▶ Historic Wage Increase
- ▶ Wage Tiers Eliminated
- ▶ Grow In Reduced to 3 Years
- ▶ All New Temporary Employees Converted to In-Progression After 9 Months of Continuous Service
- ▶ Skilled Trades \$1.50 Tool Allowance
- ▶ New Belvidere Assembly Plant
- ▶ Health Care Enhancements
- ▶ \$5,000 Ratification Bonus
- ▶ 3 New Battery Plants – Belvidere and Kokomo
- ▶ New Holiday Added: Juneteenth
- ▶ Supplemental Employees Eligible for Profit-Sharing, Tuition Assistance and Dependent Scholarship
- ▶ Paid Parental Leave
- ▶ EV Training for All Affected Employees
- ▶ AWS Removed
- ▶ Hourly Employee Auto Lease Program
- ▶ \$18.9 Billion Dollar Product Allocation
- ▶ EV Work Commitment
- ▶ Job Security for All Seniority Workers
- ▶ New Attendance Procedure
- ▶ Attendance Discipline Zeroed Out
- ▶ Maximum of 1 Week Forced Vacation at Shutdown
- ▶ Skilled Trades Can No Longer Be Forced to Production
- ▶ \$50,000 Incentive Plan for Retirement (IPR) Packages – in 2024 and 2026
- ▶ Right to Strike Over Plant Closing, Outsourcing Moratorium, and Product & Investment Commitment
- ▶ Increased Moving Allowance - \$37,500
- ▶ SUB Pay Eligible for All Full Time After 3 Months Continuous Service
- ▶ Retirement Improvements for All
- ▶ Dual Sourcing Letter Protecting Product at SHAP and Trenton Engine

SIGNIFICANT ECONOMIC IMPROVEMENTS

The tentative agreement provides historic economic gains for our UAW members through a combination of annual general wage increases, the reinstatement of Cost of Living Allowance (COLA), and an up-front lump sum ratification bonus of \$5,000.

Annual base wage increases in every year of the UAW Stellantis Collective Bargaining Agreement for the first time in over twenty years. Members will receive an unprecedented 11% wage increase upon ratification of the proposed agreement. The annual general wage increases proposed in this tentative agreement are groundbreaking and unparalleled in the auto industry.

The reinstatement of the Cost of Living Allowance (COLA) will provide greater security for our members and protect our purchasing power when inflation increases per the Consumer Price Index (CPI).

GENERAL WAGE INCREASES (GWI) (BEFORE COLA)

DATE	GWI Percentage
Upon Ratification	11%
September - 2024	3%
September - 2025	3%
September - 2026	3%
September - 2027	5%

} **25%**

Top Rate Example General Wage Increases (GWI) (With Projected COLA)		
	Production*	Skilled Trades*
Current Top Rate	\$31.77	\$37.05
Skilled Trades Tool Allowance	-	\$1.50
11% GWI (Upon Ratification)	\$3.49	\$4.24
2023 COLA Estimate	\$0.12	\$0.12
End of 2023 Top Rate	\$35.38	\$42.91
3% GWI (September 2024)	\$1.06	\$1.28
2024 COLA Estimate	\$0.45	\$0.45
End of 2024 Top Rate	\$36.89	\$44.64
3% GWI (September 2025)	\$1.09	\$1.32
2025 COLA Estimate	\$0.36	\$0.36
End of 2025 Top Rate	\$38.34	\$46.32
3% GWI (September 2026)	\$1.12	\$1.36
2026 COLA Estimate	\$0.39	\$0.39
End of 2026 Top Rate	\$39.85	\$48.07
5% GWI (September 2027)	\$1.93	\$2.34
2027/2028 COLA Estimate	\$0.46	\$0.46
End of Contract Top Rate	\$42.24	\$50.87

Wage Increase Retroactive to October 23, 2023 P. 29, 31

Due to the extended bargaining of these negotiations, your negotiators were able to secure that the wage rate increase will be paid retroactively for all hours worked on and after October 23, 2023. These wage rate adjustments will be issued as soon as practicable but no later than pay ending December 17th, 2023.

**Top Rate
Grows 33%**

*Based on most-populated base rate

New Hire Wage Progression P. 31

The negotiated classification rate progression for current members and future new hires to reach top rate was addressed by your bargaining committee. Members will now reach top rate of their classification upon completion of 3-year anniversary. Current members will be placed and paid the appropriate hire-in-rate based upon the anniversary of their hire date as of the effective date of the 2023 Collective Bargaining Agreement.

HIRING-IN RATE SCHEDULE (3-YEAR GROW-IN)

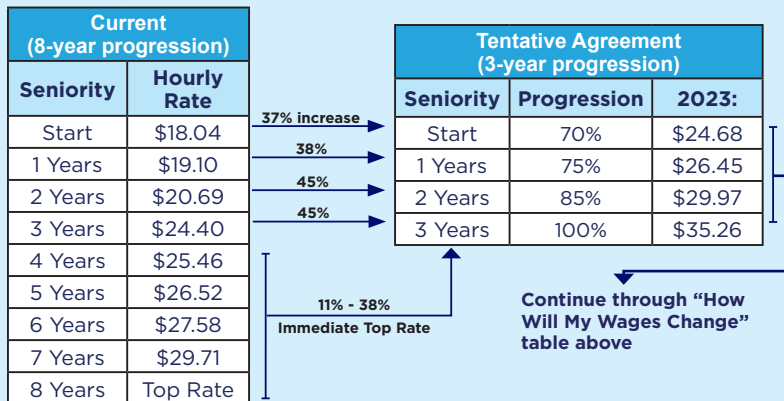
Seniority	% of Top Classification Rate
Start	70%
After 1-Year Anniversary	75%
After 2-Year Anniversary	85%
After 3-Year Anniversary	Top Rate

HOW WILL MY WAGES CHANGE?

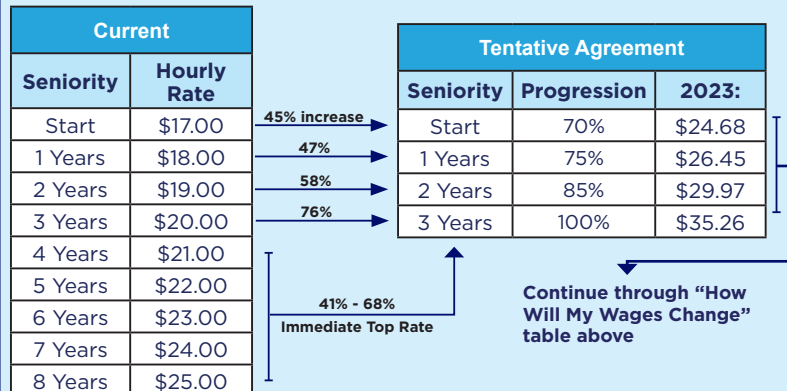
My Current wage	Immediate Adjustments at Ratification 2023	1-Year Anniversary	September 2024 3% Increase	2-Year Anniversary	September 2025 3% Increase	3-Year Anniversary	September 2026 3% Increase	September 2027 5% Increase
\$18.04	\$24.68	\$26.45	\$27.24	\$30.87	\$31.80	\$37.41	\$38.53	\$40.46
\$19.10	\$26.45	\$29.97	\$30.87	\$36.32	\$37.41			
\$20.69	\$29.97	\$35.26	\$36.32					
\$24.40	\$35.26							
\$25.46								
\$26.52								
\$27.58								
\$29.71								
\$31.77								

*Rates in table above do not include COLA estimated to add \$1.78 over life of agreement

Immediate Wage Increases - Production



Immediate Wage Increases - Mopar



All Powertrain and Stamping Workers Will Be Moved to the Assembly Rate

COLA RESTORED P. 235

The UAW first negotiated COLA back in 1948 with the purpose of protecting the wages of UAW members against rising consumer prices. COLA remained in place for over 60 years until it was suspended in 2009 due to the Global Financial Crisis.

COLA is calculated quarterly based on changes in the Consumer Price Index (“CPI”) published by the U.S. government and is included in your paycheck on a cents per hour basis.

The COLA formula is estimated to generate \$1.78 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey. Under this scenario,

COLA would provide a total value of around \$8,800 through the CBA term.

COLA is presented separate from base wages on your paycheck and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation) but in no circumstance will COLA drop below zero. COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay. Consistent with the formula suspended in 2009, a 10 cent quarterly diversion is in place to offset healthcare inflation. At the end of the contract, the total amount of COLA generated minus five cents will be folded into base wages.

TOTAL ECONOMIC GAINS

	Production at Full Rate	Skilled at Full Rate	In-Progression	Lower Tier MOPAR	Temps Converted
Ratification Bonus	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Tool Allowance		\$14,400			
Value of Wage Increase	\$53,800	\$65,300	\$114,500 - \$153,500	\$118,900 - \$169,800	\$163,700 - \$184,000
COLA Estimate	\$8,800	\$8,800	\$8,800	\$8,800	\$8,800
Value of Economics Gains	\$67,600	\$93,500	\$128,300 - \$167,300	\$132,700 - \$183,600	\$177,500 - \$197,800

Value of wage increases estimated using 2,080 straight-time hours annually. Any overtime would increase the value. Does not include profit sharing. Eligible profit sharing amounts were worth \$44,700 over the last four years.

Protecting Profit Sharing & Winning Performance Sharing

We established a new protection for the profit-sharing rights of employees who leave the company. If an employee terminates after Dec. 31, but before the payout date, they will still be eligible for the profit-sharing payment.

Of course, our Supplemental Employees (SEs) haven’t gotten additional pay that reflects their contributions to the company. But we just won “performance sharing” for SEs. It’s a payout that’s based on our profit-sharing formula, and it’s a major victory for SEs.

\$5,000 UP-FRONT RATIFICATION BONUS P. 98

SAVING BELVIDERE



In 2021, Stellantis decided to “indefinitely idle” Belvidere Assembly Plant. The move devastated this small-town working class community. As with so many plant closures, it tore families apart, uprooted thousands of people, and called into question the future of manufacturing in the United States.

When we started these negotiations, we were committed to Saving Belvidere. We fought like hell to bring product back to this plant. We knew we needed a vehicle in Belvidere to bring back the Assembly Plant. What we didn’t know was how much more we would win.

Reopening a plant by striking an automaker is unheard of. Securing product beyond the Assembly Plant itself was an even bigger victory. Thanks to our Stand Up Strike, we

won back our product and kept going.

BRINGING BELVIDERE HOME: Members who were forced to relocate from Belvidere when it was idled will have flowback rights. Members who remained in Belvidere will be put on Temporary Layoff, which will restore their access to SUB and applicable healthcare until they have a job available in Belvidere. Our Belvidere members are coming home. Families will reunite. The community will breathe a sigh of relief.

That’s what we mean by Saving the American Dream.

Not only have we saved Belvidere. We’ve shown that these companies can reopen plants, if we unite and fight to force them to.

NEW PRODUCT IN BELVIDERE

MIDSIZE TRUCK

The Company will produce a midsize truck on two shifts at Belvidere Assembly Plant. That could more than make up for the 1,200 jobs lost when Belvidere was idled.

BATTERY PLANT

The Company will locate a new electric vehicle battery plant in Belvidere, an investment of **\$3.2 billion** that will generate an estimated **1,300 jobs**.

PARTS DISTRIBUTION

The Company will locate a megahub for parts distribution in Belvidere, IL

PRODUCT AND INVESTMENT P. 138

Your UAW bargainers set key goals for these negotiations to retain and grow employment opportunities for our UAW members. During these negotiations, your UAW bargaining team was focused on product and investments for all of our plants to secure UAW jobs. They realized the important issues of the transition to electric vehicles and all of the associated work that goes into building them, as well as getting investments into those plants that will continue to make ICE vehicles.

Through these negotiations your bargainers secured \$8.1 billion in product commitments and other investments, surrounding Internal Combustion and Electric Vehicles.

\$19 billion in investment by end of the agreement

ASSEMBLY OPERATIONS	
Plant	Product Investment
Belvidere \$1.5 Billion	<ul style="list-style-type: none"> All New Midsize Trucks in 2027 (80,000 – 100,000 Units Projected)
Toledo Assembly Complex North & South \$1.5 Billion	<ul style="list-style-type: none"> Current Jeep Wrangler (JL) will continue into 2028 Current Jeep Gladiator (JT) will continue into 2028 Mid-Cycle Action updating the Jeep Gladiator (JT) in 2023 Jeep Wrangler (JL) PHEV Upgrade in 2025 Jeep Gladiator (JT) PHEV Upgrade in 2025 Next generation Jeep Wrangler (J70) including BEV and REPB in 2028
Warren Truck \$600 Million	<ul style="list-style-type: none"> Current RAM 1500 (DS) will continue through 2024 Wagoneer/Grand Wagoneer (WS) will continue into 2028 Mid-Cycle Action Wagoneer/Grand Wagoneer (WS) in 2025 Introducing Wagoneer/Grand Wagoneer (WS) REPB STLA Frame in 2025 Introducing Wagoneer/Grand Wagoneer (WS) BEV STLA Frame in 2027 2nd Mid-Cycle Action Wagoneer/Grand Wagoneer (WS) in 2027
Sterling Heights \$1.4 Billion	<ul style="list-style-type: none"> Current Ram 1500 Light Duty (DT) will continue through 2024 Mid-Cycle Action updating the RAM 1500 Light Duty (DT) in 2024 New RAM 1500 Light Duty (DT) including BEV and REPB STLA Frame in 2024
Detroit Assembly Complex \$1.5 Billion	<ul style="list-style-type: none"> Current Dodge Durango (WD) will continue through 2025 Current Jeep Grand Cherokee 2 row (WL 74) will continue through 2027 Current Jeep Grand Cherokee 3 row (WL 75) will continue into 2028 Mid-Cycle Action updating the Jeep Grand Cherokee 2 row (WL 74) in 2024 Mid-Cycle Action updating the Jeep Grand Cherokee 3 row (WL 75) in 2024 Next generation Durango (D6U), including ICE and BEV in 2026 Next generation Grand Cherokee (J6U), including ICE and BEV in 2027

POWERTRAIN	
Plant	Product Investment
Kokomo Casting \$160 Million	<ul style="list-style-type: none"> Continued production of various engine blocks and components, transmission cases and components & chassis components Launch WL & LB Crossmembers in 2024 Launch EDM Gearbox Cover in 2024 Launch GME T6 Oil Pan in 2024 Launch the EP6 Bedplate in 2025 Launch the EP6 Block in 2025 Launch eMotors Housing and Cover in 2026
Kokomo Engine	<ul style="list-style-type: none"> Current product GME T4 DOHC will continue into 2028
Kokomo Transmission \$450 Million	<ul style="list-style-type: none"> Current product 850RE Gen 2 will continue into 2028 Current product SI-EVT will continue into 2028 Launch the 880RE Gen4 in 2024 Introduce Electric Drive Motor Gearbox Covers in 2024
Indiana Transmission \$900 Million	<ul style="list-style-type: none"> Current product 948TE will continue into 2028 Current product 68RFE will continue into 2024 Launch Phase I of Electric Drive Motor Gear Machining & Assembly in 2024 Launch Phase II of Electric Drive Motor Gear Machining & Assembly in 2025 Launch e-Motor Assembly in 2026
Trenton Engine	<ul style="list-style-type: none"> Pentastar Classic continues through 2024 Pentastar Upgrade continues through 2028
Dundee Engine Plant North & South \$770 Million	<ul style="list-style-type: none"> Launch the GME - T4 EVO in 2024 Launch the EP6 in 2025 Introduce production of STLA Frame & Large Battery Trays in 2024 Introduce Production of STLA Large Beam Machining in 2025
Toledo Machining \$270 Million	<ul style="list-style-type: none"> Current 850RE Torque Converters will continue into 2028 Current 948TE Torque Converters will continue into 2028 Current HD Truck Steering Columns will continue into 2028 Current Jeep Wrangler/Gladiator (JL/JT) Super-Module will continue into 2028 Introduce Production of STLA Large Front Cradles Introduce Production of STLA Medium Cradles Introduce Production of Halfshafts
STAMPING	
Plant	Product Investment
Sterling Stamping \$165 Million	<ul style="list-style-type: none"> Continue current products to support Detroit Assembly Complex Jefferson, Warren Truck, Toledo and Sterling Heights Assembly facilities. Introduction of future products to support Detroit Assembly Complex Jefferson, Warren Truck, Toledo and Sterling Heights Assembly and other North American facilities
Warren Stamping \$85 Million	

JOINT VENTURE BATTERY PLANTS	
Plant	Product Investment
Belvidere \$3.2 Billion	<ul style="list-style-type: none"> Launch a new JV battery operation in 2028 with a yet to be identified business partner.
Kokomo \$6.2 Billion	<ul style="list-style-type: none"> Launch two new JV battery operations with Samsung SDI with the first scheduled to begin production in 2025 and the second in 2026.
MOPAR	
Plant	Product Investment
New Belvidere Consolidated Mopar Mega Hub \$100 Million	<ul style="list-style-type: none"> Launch in 2024 through the consolidation of work from the Marysville, Chicago, and Milwaukee PDCs. Introduce Stamping operations in support of replacement parts for the Belvidere Mega Hub in 2025.
New Fishkill, NY Mopar Hub \$30 Million	<ul style="list-style-type: none"> Launch in 2025 with the consolidation of work from the New York and Boston PDCs.
New Macon, GA Mopar Hub \$30 Million	<ul style="list-style-type: none"> Launch in 2026 with the consolidation of work from the Orlando and Atlanta PDCs
New Metro Detroit Region Mopar Hub \$30 Million	<ul style="list-style-type: none"> Launch in 2026 with the consolidation of work from the Centerline PDC, Centerline Warehouse & Packaging, Warren PDC, and Sherwood PDC
New Reno, Nevada PDC \$30 Million	<ul style="list-style-type: none"> Launch projected in 2027 with the consolidation of work from the LA PDC
New South Central Texas PDC \$30 Million	<ul style="list-style-type: none"> Launch projected in 2026 with the consolidation of work from the Dallas PDC

Moratorium on Outsourcing P. 131

The UAW bargaining team successfully strengthened and maintained the moratorium on outsourcing through the life of the 2023 National Agreement.

Dual Source Letter Protecting U.S. Jobs P. 247

We won a key provision that will keep the Ram 1500 (ICE, BEV and REPB) at SHAP and the Pentastar Classic and Upgrade at Trenton Engine. If these products are built in a plant outside the United States, the Company must first decrease production in the non-U.S. plant before SHAP's or Trenton's production is scaled back.

MOPAR Heartburn

The company gave us two choices for MOPAR: to either consolidate facilities and gain jobs, or close facilities and lose jobs. The choice to consolidate these facilities was difficult, but we came out of it with the elimination of the lower wage tier at MOPAR, a guarantee of job security, and the right to bargain for an expanded moving allowance beyond the \$37,500 we already won.

NEW Right to Strike Over Plant Closing, Outsourcing of Existing Core Jobs, and Product & Investment Commitments

Your bargaining team secured the right to strike over any potential plant closing during the life of the agreement. That gives us unprecedented power to fight plant closures. And we went one step further. For the first time in our union's history, your bargaining team was also able to secure language for the right to strike over the company's failure to fulfill product and investment commitments and the outsourcing of existing core jobs. We have gone from seeing Stellantis' footprint shrink in the United States to gaining the leverage to grow our plants and our membership.

WINNING A JUST TRANSITION

BATTERY | KOKOMO | BELVIDERE

ELECTRIC VEHICLE & BATTERY PLANTS

The Electric Vehicle transition is a critical moment for autoworkers everywhere. Our job is to make sure that all auto jobs – EV and ICE – are good jobs, and that this transition does not become a race to the bottom. With that in mind, your national negotiators secured key agreements to secure our jobs and make sure new EV jobs maintain our standards and protections.

Doubling Down on EVs in Kokomo

Our UAW members have already made Kokomo the transmission capital of the world. Now we're going to become a world-beater in battery production as well. Stellantis has committed to build two new battery plants in Kokomo. It's a \$6.2 billion investment that the company estimates will create 2,600 permanent jobs.

A Bright Future for Belvidere

Eight months ago, Belvidere was flat on its back. The last worker had just walked out of our plant, and the company had no plans to reopen it. Now, not only will we have an assembly plant in Belvidere, we have won a commitment from Stellantis to locate a new battery plant there. Like the plants in Kokomo, it's a massive investment – \$3.2 billion – that will generate an estimated 1,300 jobs. We proved that when we fight we can win big.

Expanding EV Production in Existing Plants

We're not just winning new battery plants. We're also bringing EV production into our existing facilities. We'll be building battery trays at Dundee Engine and more EV components in other plants. And because we have the right to strike over plant closures – and also if the company fails to fulfill product and investment commitments – we have serious leverage to build the EV future in our existing plants.





JOB SECURITY PROGRAM

Your negotiating team went into this bargaining session laser focused on getting back many of the things UAW members lost during the downturn. On job security, the goals were not only met, but exceeded. We have won more rights and benefits for workers facing potential layoffs and we have protected the rights of skilled trades workers to pursue their craft.

Transition Assistance Backstops our SUB Pay

We won 52 weeks of SUB plus 52 weeks of transition assistance for indefinite layoffs. When a member exhausts their SUB, they aren't cut off. Instead, they can continue to receive medical benefits and half of full pay for another 52 weeks. Now members have a choice when their SUB benefits expire. They can take an up-front lump-sum or they can take transition assistance and keep their options open.

Skilled Trades Can No Longer be Forced Into Production P. 41

Your bargaining team was able to strike language that gave the Company the option to force skilled trades workers into production openings. Our skilled trades workers who are laid off or working production must be given an opportunity for placement into an opening in a related skilled trades classification in a plant in the same labor market area before any new employees are hired.

Increases to Moving Allowances

Your bargaining team was able to secure increases to all available moving allowances:

- The Basic Moving Allowance increases from \$6,000 to \$8,000, a 33% increase.
- The Enhanced Moving Allowance increases from \$30,000 to \$37,500, a 25% increase.
- The Modified Enhanced Moving Allowance increases from \$30,000 to \$37,500, a 25% increase.

INCREASED MOVING ALLOWANCES			
Moving Allowance Type	Old Contract	New Contract	Increase
Basic Moving Allowance	\$6,000	\$8,000	\$2,000
Enhanced Moving Allowance	\$30,000	\$37,500	\$7,500
Modified Enhanced Moving Allowance	\$30,000	\$37,500	\$7,500

SEPARATION PACKAGES

The Incentive Plan for Retirement

Your UAW bargaining committee was successful in negotiating enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for \$50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

SUPPLEMENTAL UNEMPLOYMENT BENEFITS (SUB)

Supplemental Unemployment Benefit (SUB) Improved

The UAW was successful in strengthening the protections for each member covered by the Supplemental Unemployment Benefit Program (SUB). With funding assured for the life of the agreement, the negotiators were able to secure protection for our members in cases of layoff.

SUB Eligibility

All members, including Temporary Full-Time (TFT) members, will be SUB eligible after 3 months of continuous employment.

No More Tiers in Income Security/SUB Pay

Our negotiators secured language eliminating tiers and obtaining parity in Income Security/SUB Pay. Supplemental Employees working

40 hours per week are eligible for Short Work Week (SWW) and SUB when placed on a Temporary Layoff after 90 continuous days of employment. All full-time members with 90 days of continuous employment will now be eligible for one year of SUB Pay and one year of TA (Transition Assistance) benefits if placed on an indefinite layoff. This also allows our members to continue healthcare benefits for 24 months while on indefinite layoff.

Other SUB Restrictions Removed

Vacation (PILV) payout will no longer negatively impact SUB benefits. SUB benefits not reduced by receiving Social Security benefits.

SUPPLEMENTAL EMPLOYEES

NEW STARTING WAGE: \$21.00

Your UAW national negotiators went into this round of negotiations focused on ending the abuse of Supplemental Employees. SEs have helped make Stellantis billions, but they have not been rewarded for their work. This agreement changes that. Not only will SEs receive a raise at ratification to \$21 an hour, they will finally be put on a real path to seniority employee status. But even before gaining full-time status, SEs will receive better benefits, more rights and more respect.

An accelerated path to full-time status for SEs **P. 254**

Within the first year of the agreement, 3,200 SEs will be converted to full-time. After that, if an SE has nine months of service, an SE will automatically have full-time status. If they're not being scheduled, they have the option to volunteer at other locations.

SEs Get Their Share of Stellantis' Wealth **P. 225**

SEs will now receive a Performance Sharing Bonus, which is based on the profit-sharing formula of seniority employees. When the company makes billions, SEs will share in that wealth.

Overtime protections for SEs **P. 224**

One of the worst abuses SEs have suffered is overtime abuse. There has been little to no defense against it in the past. Under this contract **full-time** SEs will follow M-2 overtime guidelines. It's a critical step toward restoring the work-life balance of SEs.

More flexibility to change shifts **P. 220**

SEs will also gain more control over their schedule. Under the new agreement, they will have a minimum of five-days' notice to change shifts.

More rights, more respect and more benefits | **P. 222**

SEs will have full union representation after 90 days. At that time, SEs who work full-time schedules will also receive short-work week (SWW) and SUB. And when SEs are rehired, they will maintain their original hire date and wages.

SEs Eligible for Tuition Assistance | **P. 27, 102**

Your negotiators were able to win language for temporary workers to be eligible for the Tuition Assistance Program, scholarships and legal services.

Immediate Increases - Full-Time Supplemental Employee with 90 days

Current		Tentative Agreement (3-year progression)		
Seniority	Hourly Rate	Seniority	Progression	2023:
Start	\$15.78	Start	70%	\$24.68
1 Years	\$16.66	1 Years	75%	\$26.45
2 Years	\$17.53	2 Years	85%	\$29.97
3 Years	\$18.41	3 Years	100%	\$35.26
4 Years	\$19.28			

56% increase (Start to 1 Year)
 59% increase (1 Year to 2 Years)
 71% increase (2 Years to 3 Years)
 92% increase (3 Years to 4 Years)
 83% increase (4 Years to 2023: 3 Years)

Immediate Top Rate (Current 4 Years)
 Continue through "How Will My wages change" table above (2023: 3 Years)

Future Progression - Full-Time Supplemental Employee

Tentative Agreement (3-year progression)		
Seniority	Progression	2023:
Start	-	\$21.00
9 months	70%	\$24.68
1 Years	75%	\$26.45
2 Years	85%	\$29.97
3 Years	100%	\$35.26

Continue through "How Will My Wages Change" table above

ATTENDANCE

Your bargaining team believes that the “problem” of absenteeism at Stellantis is one the company created by overworking and underpaying the members. We believe that improving people’s pay and working conditions is the best way to motivate them. Knowing that no one is inspired by constant threats and relentless monitoring, we pushed back against the company’s punitive proposals, and we will continue to advocate for a work environment where our members are fully supported and appreciated.

Discipline Records

Revert to Zero P. 193

Upon implementation of the attendance procedure, employee’s status will be converted to zero points.

(New Letter) Veterans with Service-Connected Disabilities P. 258

Absences by Veteran employees in the process of securing benefits or medical services with the Veterans Affairs Department (VA) shall not be an occurrence under the attendance procedure.

Good Record Criteria P. 123

Through extensive bargaining, the negotiators were able to retain the Good Record Criteria language.

PAA Utilization P. 124

PAA Utilization will be reinstated. Prior to any future suspensions of PAA Utilization the Company will share the data of the impacts to operations from unplanned absenteeism with the Local Union Leadership. The data will be reviewed on a quarterly basis and if there are improvements, PAA

Point-Based Attendance Procedure

OCCURENCES	Points
Tardy – first 4 incurred during a 12-month rolling period	0.5
Tardy – except as noted above or in a locked recovery period	1
Absence	1
Late Notification for an absence or a tardy	0.5
No notification or an absence or a tardy	1

The following corrective disciplinary actions apply upon accumulation of points.

Points	Disciplinary Action	Duration - Active On-roll Employment	Recovery Period
Up to 6.5	Auto Progression	12 Months	Rolling
7 thru 8.5	5-day disciplinary layoff	12 Months	Locked
9	Discharge	N/A	N/A

Attendance Points

- 4 tardies or less with a 30 minute call-in = .5 point
- 4 tardies or less with a less than 30 minute call-in= 1 point
- 4 tardies or less with NO call-in= 1.5 points
- More than 4 tardies with a 30 minute call-in = 1 point
- More than 4 tardies with a less than 30 minute call-in = 1.5 points
- More than 4 tardies with a NO call-in= 2 points
- Absence with a 1 hour call-in = 1 point
- Absence with a less than 1 hour call-in = 1.5
- No call No show absence = 2 points

Recovery of points

As long as the member has 2 points or less with any combination of absences and tardies and goes 90 days without incurring an absence or a tardy 1 point will be reduced. Points 1-6.5 are on a rolling 12 months for recovery. Points 7-8.5 generate a 5 DLO and a 12 month locked period for recovery Point 9 is discharge

Notification Process

Can either be through the phone call-in or through the App.

Utilization will be reinstated.

Attendance Counselor

Your negotiating team was able to successfully bargain to retain the Attendance Counselors.

Reinstatement After disability P. 11

Retroactive pay period now begins with the day the parties select the independent physician.

HEALTH CARE BENEFITS IMPROVED. EXPANDED. PROTECTED

Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

The Company estimates that its cumulative cost to provide employee health care will increase approximately \$613 million dollars over the next four years. It will exceed \$1.1 billion in 2027. With this expected increase in costs, the Company wanted to impose a 20% increase in cost share to our members. We fought it and rejected it. Our members deserve to have the best quality health care coverage in the industry, with the lowest out-of-pocket costs. In this round of bargaining, we fought successfully to keep our care affordable all while adding improvements.

Health Care During Layoff Improved **P. 19**

Your bargaining team addressed the inequity of health care coverage during indefinite layoffs. As a result, all full-time members will receive 24 months of health care coverage when placed on indefinite layoff. This will provide security to members and their eligible dependents.

Maintained

- No Premiums
- No loss of current benefits
- No increases to copays or deductibles

Added Benefits to the Standard Care Network & PPO Plans **BENEFITS, 48-49**

- Allergy Testing and Immunotherapy Benefit
- Chiropractic (24 visits per year)
- Injections
- Earwax Removal
- Autism Benefit (Applied Behavioral Analysis)
- Travel & Lodging Benefit

Expanded Benefits

- New Hires (including Supplemental Employees) receive Health Care after 90 days from date of hire or rehire. **BENEFITS, 17**
- Dental maximum increased by \$150, new maximum amount: \$2,000 **BENEFITS, 59**
- Dental coverage for Implants increased from 50% to 90%. **BENEFITS, 58**

- Lasik surgery benefit increased by \$55, to \$350 (per person). **BENEFITS, 68**
- Secured all current preventive services benefits covered at 100% required under the Affordable Care Act (ACA), if at any time the ACA is repealed. These benefits are now part of the Plan design. **BENEFITS, 47**
- Increased non-participating hospital rates, from \$230 to \$500 Inpatient room and board charges, \$20 to \$50 per day for inpatient ancillary charges (Total of \$550 Per day). **BENEFITS, 17**

Maximizing Health, Reducing Health Care Costs

To continue to provide excellent health care coverage to our members and their eligible family members, the Union and the Company agreed to certain programs that will help mitigate and reduce the current trend of rising health care costs without having to pass any of those cost shares to our members.

For SCN & PPO Plans

- Prudent RX Specialty Drug Program may provide 0% prescription copay to members for specialty drug that are on the Prudent RX Specialty Drug list. **BENEFITS, 5**
- Pre-Authorization for Spinal and Joint program. **BENEFITS, 40**
- 5-mile CVS proximity network (Members whose zip code is within 5 miles of a CVS location). **BENEFITS, 6**
- Medicare Part-B enrollment if approved for SSDIB with Medicare Part B premium reimbursement. **BENEFITS, 22**

DISABILITY BENEFITS

Our work takes a toll on the body. Disability benefits are absolutely essential. And we improved them in this agreement. We've made important gains in a number of areas.

Sickness & Accident (S&A) & Extended Disability Benefits (EDB)

- Full-time employees with one or more years of seniority are eligible for 52 weeks of Sickness & Accident Benefits, eliminating the duration based on years of seniority. **BENEFITS, 121**
- Increased S&A & EDB rates to correlate with top Hourly Bargaining Unit and Salaried Bargaining Unit base pay rates. **BENEFITS, 119**
- S&A waiting period now based on 3 calendar days (including Saturday and Sunday), rather than 3 scheduled workdays. Pay begins on the following scheduled workday.
- Elimination of the employee's provision that served more punitive than corrective in nature under the (B-13)-Abuse of S&A Program. **BENEFITS, 75-76**
- Increase Medicare Part B premium reimbursement to Medicare Part B standard premium. **BENEFITS, 94**

New S&A and EDB Claim procedure. New procedure includes:

- 7 calendar day application requirement of the first date of disability (30-days to provide proof of disability) **BENEFITS**
- Disability Evaluation Program (DEP) exam process eliminated. **BENEFITS, 81-85**
- New Peer Review process (Independent assessment that involves the member's physician) **BENEFITS, 92**
- Member's ability and right to appeal denied claims maintained. **BENEFITS, 119**

Disability Program Care Provider Eligibility Expanded. **BENEFITS, 86**

"Health Care Provider" definition expanded to include additional physicians who may certify total disability.

- Podiatrist
- Dentist
- Certified Nurse Midwife

For Mental Health and Substance Abuse "Health Care Provider" includes:

- Addiction Specialist

Removed time limitation (First fourteen

(14) days) for non-physician mental health providers and allow continuing treatment for mental health conditions beyond sixty (60) days with approved list of health care providers. **BENEFITS, 118**

Overpayment recovery for a disability overpayment improved.

Profit-Sharing and Bonuses not subject to overpayment recovery. **BENEFITS, 25-26**

LIFE INSURANCE BENEFIT

This is another area where we held the line and saw benefit rates increase along with base pay rates. **BENEFITS, 95-99**

Group Life Insurance (Company Provided)

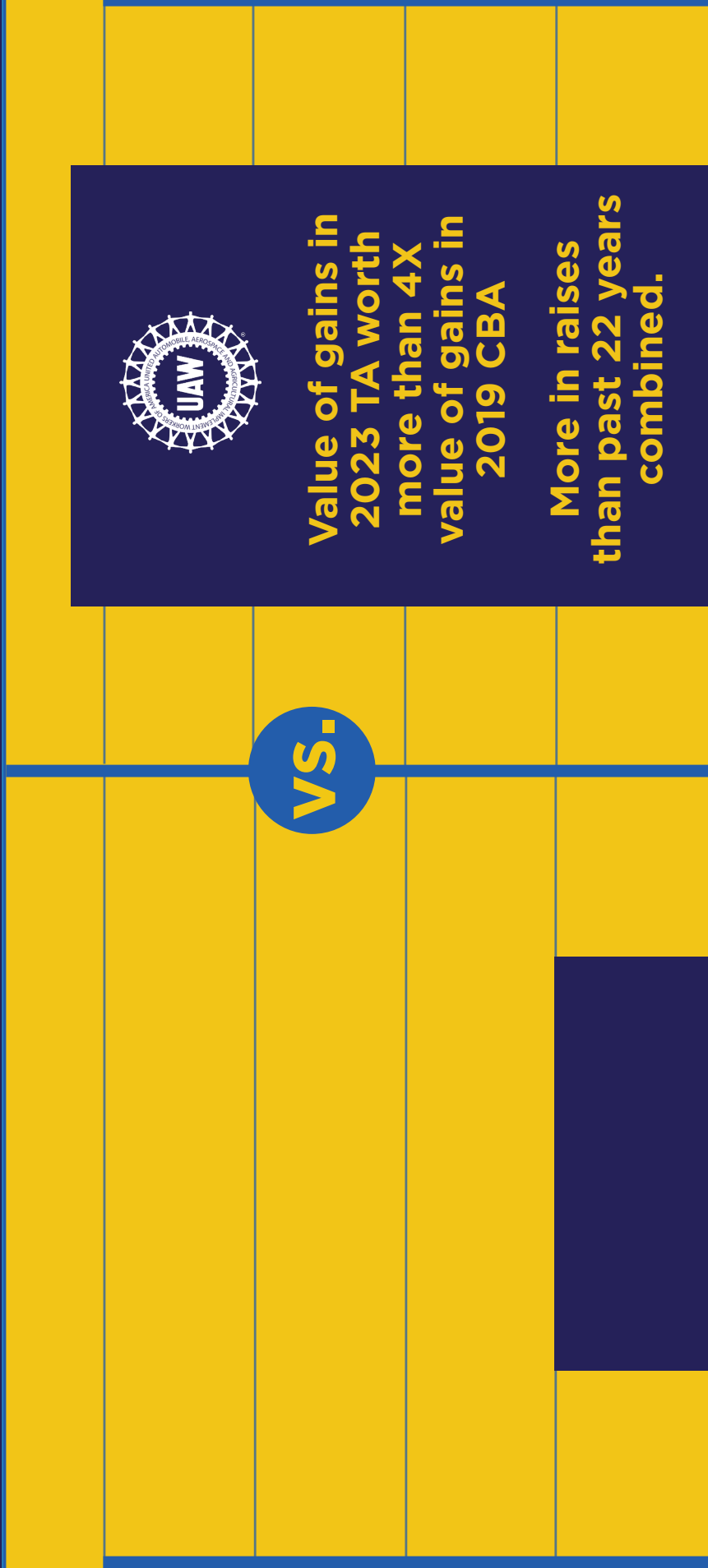
- Increased benefit rates to Traditional Member's life insurance to correlate with top HBU and SBU base pay rates.
- Maintained Survivor Income Benefits

RECORD PROFITS

EQUAL

RECORD CONTRACTS

VALUE OF GAINS IN TENTATIVE AGREEMENT



2019 CBA

2023 TA

RECORD PROFITS *EQUAL* **RECORD CONTRACTS**

Wage Increases in 2023 Stellantis Agreement



All Wage Increases from 2001-2022



Current Stellantis Temps Who Are Converted to In-Progression Get

168%

Raise Through 2023 Agreement



Some Workers at Mopar Get up to

76%

Raise Immediately



Starting Wage Will Increase About



Top Wage Will Increase About



Through 2023 Stellantis Agreement

WE MADE HISTORY

- Won Back Pre-'09 COLA in Stellantis Agreement
- Won Back 3-Year Wage Progression
- Killed Divisive Wage Tiers

STRIKES WORK

Since we launched our Stand Up Strike, Stellantis's offer increased in value by

103%

HEALTH & SAFETY

Your elected negotiators won new training programs, as well as improvements in existing programs, to help keep you safe on the job. Bargainers also maintained many of our programs and initiatives that exceed state and federal guidelines.

Maintaining and Expanding Health & Safety Research P. 171

The company wanted to delete the Research section of the agreement. We were able to carryover the language with improved modifications. We have expanded the subjects of research through the approval of the National Joint Committee and have increased the amount of money available from \$250,000 to \$500,000. (M3 Section VI)

Mist & Metal Working Fluids P. 182

The Local Joint Health and Safety Committee (LJHSC) or a designee will be properly trained to perform Mist Map when operational changes may impact plant mist levels. (M3 Section X) (D) Metal Working Fluids was deleted as a letter and included in Memorandum 3, Health and Safety. The language was improved and the Company is committed to ensuring that metal working fluids will be maintained at 0.8mg/m³ for existing equipment. This falls below the OSHA requirement for metal-working fluids. (M3 Section X) (E)(2)

Keeping Medical Staff on Site P. 184

We were successful at addressing the medical staffing issues at manufacturing locations during production hours. The number needed to staff medical is now 275 workers, but we also were able to win the ability for a labor market area to

consider when multiple facilities are working and none reach the 275 threshold. They can still schedule one facility's medical operations as long as the accumulated number from all facilities exceeds 275. (M3 Section X(L)(3))

Off-Site Paid Prescription Safety Glasses P. 187

Eye and vision health in the workplace can lead to poor performance and increased potential for injury. The option will now be made to obtain prescription safety glasses from an off-site approved vendor. (M3 Section XVII)

Fall Protection Improvements for Skilled Trades and Apprentices P. 190

All Skilled Trades who work at heights will receive site-specific training and Apprentices will go through the hands-on training on fall protection program during the apprenticeship training. (M3 Section XXIII)

Safety Summit P. 267

The parties discussed the need to understand future advancement in technology and its potential impacts on safety in the workplace. Each company — Stellantis, GM and Ford — will host a joint Safety Summit to foresee problems and find solutions. (NEW LETTER)

Joint Public Health Committee P. 265

The Joint Public Health Committee will meet at least annually to discuss preparedness for pandemic events and other Public Health Crises that could have an impact on the Company and Bargaining unit employees and their families. (NEW LETTER)

RETIREMENT SECURITY

Retirement insecurity is one of the greatest economic injustices facing our country – and our membership. We went into this round of negotiations committed to making huge strides for current and future retirees. We didn't get everything we wanted, but we got more than many thought was possible.

CURRENT RETIREES & SURVIVING SPOUSES

We have won the first bonus for current retirees in 17 years. Under this agreement, current retirees and surviving spouses will receive payments of \$500 annually. For decades, surviving spouses received less than retirees – this contract not only re-established annual bonuses for all retirees but provided the same amounts for surviving spouses. Eligible if retired prior to October 1, 2023, with payments in December.

TRADITIONAL EMPLOYEES

For current legacy employees we won a \$5 increase to the Life Income Benefit which will result in an increase of \$1,800 a year to future pensioners. We also negotiated enterprise-wide buyout offerings for our legacy members. The Incentive Plan for Retirement (IPR) will be for \$50,000 (gross pretax) for an unlimited number of eligible production and skilled trade members. Packages will be offered in 2024 and 2026.

IN-PROGRESSION EMPLOYEES

For current In-Progression employees, we won a groundbreaking 10% employer contribution—with no required employee contribution—to their 401k.

Annuity

In-Progression Members will be given the opportunity to purchase an annuity at a discounted rate with funds from their 401(k)

IN-PROGRESSION

10%

employer contribution
to 401(k)

TRADITIONAL

\$5

Increase to Life Income
Benefit (LIB)

CURRENT RETIREES

\$500

Annual Payments

73% TO 146% INCREASE IN ANNUAL COMPANY CONTRIBUTION TO 401KS BY END OF AGREEMENT



SKILLED TRADES

It's been decades since we've won an agreement with so many victories for skilled trades members. We've won more money, and more respect, for skilled trades.

Placement of Laid Off Skilled Trades P. 107

This memorandum provides skilled trades working production or laid-off with a pathway back into the trades. They will be provided an opportunity to fill open positions in accordance with all seniority and work opportunity provisions pertaining to skilled trades employees. To expedite placement into related skilled trades classification openings, the Company will exercise full implementation of (J1) and (P1) placement opportunity as defined in the Skilled Trades provisions of the P, M & P agreement. This is to be completed by the end of the first quarter 2024.

Lifting Limits on Broken or Damaged Tools Replacement P. 50

Our funding for tool replacement has been stuck since 1996 and it was harming many of our skilled trades members. The funding factor providing the money for tool replacement was \$10 multiplied by the total number of Skilled Trades workers on each plant's active roll. This \$10 multiplier had not increased since 1996 and in plants with limited trades it was a major problem. We eliminated all monetary limitations on the repair or replacement of broken tools, an important win for skilled trades.

Pushing Back on Alternative Work Schedules (AWS) P. 287

The AWS language added in the 2019 agreement gave management the right to implement alternative work schedules consisting of 12-hour workdays. The Company wanted to expand its ability to implement these schedules in more plants. The Bargaining Committee not only fended off this advance, it was successful in deleting this letter.

Placement of Skilled Trades Employees P. 51

Negotiators fought hard to negotiate new and improved language providing opportunities for Trades laid off or working production to get back to their tools. Improvements were made to Letter 49 so that journeymen and permanent employees who are laid off or working production must be given an opportunity for placement in a related skilled classification in a plant in the same labor market area, before any new employees are hired.

Skilled Trades Tool Allowance That Will Boost Our Pay P. 135

The National Negotiating Committee was successful in attaining a special one-time increase of \$1.50 per hour that will be added to the base rates of Skilled Tradespersons. The increase will be applied upon ratification of the tentative agreement. Crucially, it will be applied to our pay before our first general wage increase, so our 11% raise in 2023 will be applied to that higher pay.

Discontinued Classifications - Classifications with Reduced Numbers of Employees P. 49

Before these negotiations, the company was only required to consider experience and placed skilled trades without regard to the employee's seniority. The Negotiators addressed this issue by modifying this letter to place affected employees as J-1 or P-1 status into a related classification in seniority order when an opening occurs.

Skilled Trades Classification Structure P. 113

CMM attritional openings were previously filled by candidates from Tool Maker or Die Maker base trade, but they will now be filled from within the Tool & Die Work Group. The Industrial Controls classification was eliminated, and those tradesmen will retain their seniority date and be migrated into the Electrician classification during the term of the 2023 agreement.

Better Apprentices Forecasting and Development P. 136

Our negotiators were able to improve language that sets a minimum 8% threshold at locations and will replace every journeyman from apprenticeable trades retiring before reaching the age 61. That will add as many as 600 apprentices during the term of the 2023 Agreement.

Apprentice Improvements - Tools, Books and Supplies/Related Training P. 36-37

Apprentices will now be authorized up to \$200 per year/\$800 total over the life of agreement for Related Training instruction (RTI) books reimbursement. These funds will be in addition to the \$1,800 that apprentices already receive. Apprentices can attend their related training during normal scheduled work hours and will be able to convert holiday pay into a PAA hours when that training falls on a contractual company holiday.



Right to Respect Picket Lines

We won the right to support other workers when they're standing up for their rights. The company cannot discipline or discharge us for refusing to cross a lawful primary picket line.



WORK LIFE BALANCE

Maximum of 1 Week for Vacation Shutdown Period P. 58

Your national negotiators were able to win language that plants can only mandate 1 week for a vacation shutdown period. Many of our members will be able to retain a whole week of vacation to be used at their own discretion. Eligible members at plants that have multiple weeks of a shutdown period will be able to file for Unemployment and Supplemental Unemployment Benefits (SUB).

Eliminated 3/2/120 Schedule P. 104

While maintaining a four-day ten hour work schedule, our negotiators were able to eliminate our 3/2/120 schedule

Parental Leave Benefit P. 230

Eighty (80) hours of Paid Parental Leave to an employee who:

- Has given birth to a child
- Is the biological parent of a newborn
- Has adopted a child under the age 18 (other than a spouse's child)
- Has become a parent of the newborn child of a surrogate or donor.

Additional Holiday Added P. 20

The bargaining team was successful in negotiating Juneteenth as an additional holiday to be recognized each year of the agreement.

SOURCING

As our company passed from one corporation to another, the commitment to our workforce seemed to drop with it. Our plants were closed, our product sent overseas, our work outsourced. In this contract, we have finally gone from defense to offense. We negotiated powerful tools to make our membership grow instead of shrink. Here's some of what we won or strengthened:

- Moratorium on Outsourcing of existing core jobs for both our hourly and salaried bargaining units. [P. 131](#)
- Right to strike over plant closure and if the company fails to fulfill a product and investment commitment. [P. 10](#)
- New Product Investment for Belvidere, TMP, Trenton, and plants across the country. [P. 138](#)
- Battery plants built in towns where we already have union strength. [P. 138](#)
- Dual Sourcing Letter added to protect volume of Ram 1500 and Pentastar Engine production at SHAP and Trenton. [P. 247](#)
- Maintained the Supplier Relations Letters. The company wanted to delete these letters.
- New Technology Language also maintained.

SPW - STELLANTIS PRODUCTION WAY [P. 82, 232](#)

Increase in UAW SPW Leadership in all Manufacturing Locations

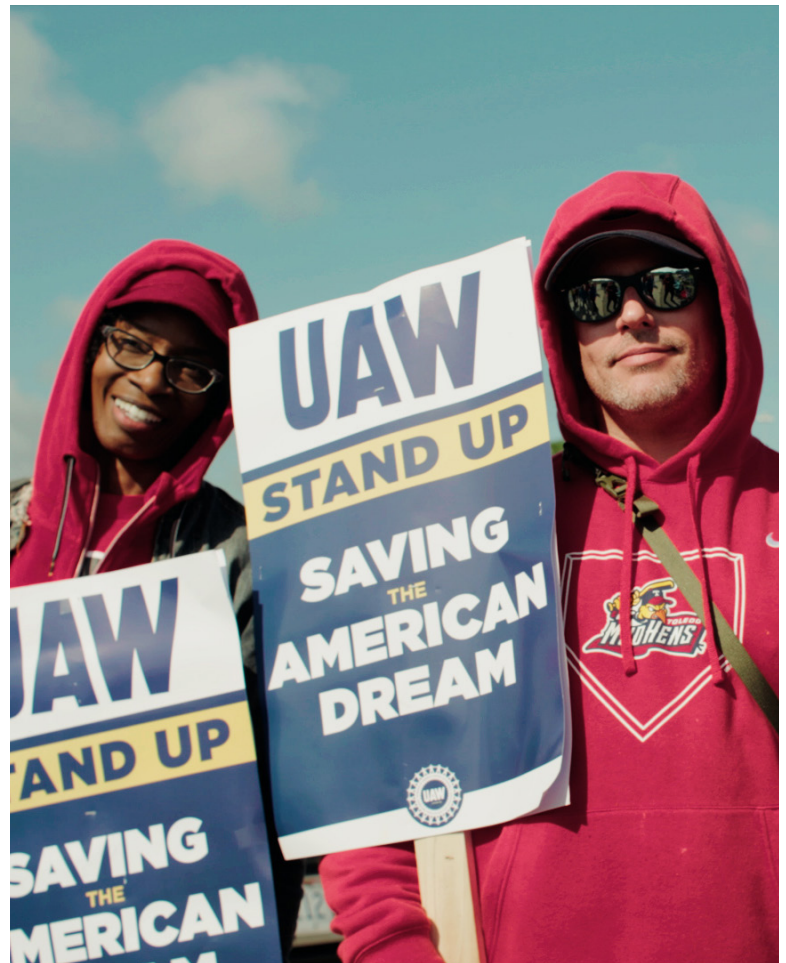
Your Bargaining Team was successful in negotiating 16 UAW SPW Lead Positions, one at each Manufacturing Facility. These individuals will be responsible for coordinating SPW planning activities and will ensure that SPW is promoting job security for our membership on the shop floor.

Communication Is the Key to our Success

Your Negotiating Team recognized the need to strengthen communication in each of our facilities. They were successful in securing language to align the UAW Continuous Improvement Lead to officially serve as the UAW Communications Lead at each manufacturing location.

Increase involvement in Launch Activities

The UAW Joint Domain Leads will now participate in JSOES Meetings and be given the opportunity to be engaged from the very beginning of the Launch process to effectively support new product launches.





EAP - Employee Assistance Program

In this contract, we won language to include Alternate Employee Assistance Program (EAP) Representatives in the Certification Training Program. The parties agreed to assess additional alternative EAP Certification providers, such as but not limited to the Labor Assistance Professionals Association to provide EAP certification for EAP representatives and alternate EAP representatives.

Your Bargaining committee was successful in securing new language that will provide an additional EAP Representative to manufacturing facilities with workforces of 2,500 or more.

New International Appointments to JTLSC

During these negotiations, your bargaining team has won two new Internationally appointed positions. The Joint Team Leader Selection Committee (JTLSC) will now be appointed by the UAW Vice President of the Stellantis Department.

Team Leader Ratio

Your Bargaining team recognized the importance of having smaller Team Sizes to successfully run the shop floor. Team Leader Ratios will be defined in the Joint Team Leader Selection Manual.

Tuition Assistance Program

A major objective of our Tuition Assistance Program is to prepare workers and our families for the jobs of the 21st century. Your UAW negotiators won some significant improvements that will help us meet the challenges ahead.

Tuition Assistance Increased P. 66

To meet the rising costs of education at universities and colleges, this tentative agreement has enhanced the tuition assistance substantially for active and supplemental members, and the dependent children of all UAW Stellantis members. An increase of \$3,000 was gained for Tuition Assistance and the book reimbursement for degree-related books was increased by \$800.

Scholarship for Dependent Children (SFDC) Improved P 102

New to the agreement, supplemental members are now eligible to use the SFDC benefit, and the overall benefit increased from \$1,500 to \$1,600. Also, if both parents are active FCA employees, they will be eligible for the benefit up to \$3,200 per eligible dependent provided out-of-pocket expenses are substantiated. Additional gains include high school dependents that are dual enrolled in post-secondary degree programs are now eligible to receive the benefit, the grade requirement was enhanced to passing grades and the application process was improved to allow SFDC applications to be submitted after the end of the semester.

Finally, the joint administration of the Tuition Assistance Program and Scholarship for Dependent Children program was regained. In addition, a standardized documented appeal process will be implemented for the TAP & SFDC programs.



YEARLY TUITION ASSISTANCE FOR ACTIVE AND SUPPLEMENTAL EMPLOYEES

TAP & SFDC Programs	2019 Contract	New Contract
Job Related Degree Programs	\$5,000	\$8,000*
Books for Job Related Programs	\$200	\$1,000
Scholarship for Dependent Children	\$1,500	\$1,600

**Tuition assistance paid out more than \$5,250 per year is subject to applicable State and Federal income taxes.*

LOCAL ARBITRATION

P.255

Our National Negotiators worked hard on behalf of our Locals and won new language that improves the local arbitration process. It gives our locals more power to take on management directly over issues like overtime and shift preferences.

Before these negotiations, a local could file multiple grievances over an issue contained in its Local Agreement, but management could refuse to arbitrate it and the local had no real recourse.

With this agreement, locals have the right to go to arbitration over critical issues like overtime. It's power that management didn't want to give up, but our negotiators fought hard and won.

With this agreement, every local at every plant will have new power to advocate for their members.



NEW LETTERS

Veteran Job Opportunities P. 261

The UAW and Stellantis discussed our mutual desire to support the country's veterans and the need to continue placing a high priority on identifying qualified veteran candidates for hire into production, skilled trades and salaried jobs within the bargaining unit.

Closed Plant & Idle Plant Seniority Clarification P. 243

Salary Bargaining (SBU), skilled trades returning to production, and employees transferred via the 67A process will now have an opportunity to attain their seniority from a closed/idle plant.

Return to Former Labor Market Area P. 241

Former Belvidere Assembly employees will now have the opportunity to transfer back to the Illinois Labor Market Area and they will retain their seniority rights.

MOU - Regarding Layoff Status for Employees in Belvidere P. 271

Currently indefinitely laid-off members at Belvidere will now be converted to a temporary layoff upon ratification.

DURATION & RATIFICATION

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Stellantis, and only then on the appropriate dates specified. The new agreement, if ratified, will run for four years and nine months and will expire April 30, 2028.

DUES: A CONSTITUTIONAL MATTER

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.

UAW STELLANTIS HOURLY REPORT

This report is based on the tentative agreement negotiated by the UAW 2023 National Negotiating Committee. This is a summary of the tentative agreement. In all cases actual contract language will apply.

A DEAL WITH WHEELS!



UAW Members Win Employee Lease Program

Too many members can't afford to buy the cars we build. That's a truth we told management in bargaining. We told them about the line of cars in front of our assembly plants dropping off our workers who don't have the money for a car of their own.

We moved the company to take action. One of the final commitments we won from the company was access for UAW members to Stellantis' Employee Lease Program. It's a benefit that management has long enjoyed, but hourly workers have never had it.

The list of benefits is long: unlimited mileage, registration & plates, tire repair & replacement, 24/7 roadside assistance, no credit check, new vehicle every year, lease payments payroll

deduction, special pricing for U.S. built vehicles, insurance included, maintenance & repairs, windshield replacement, no deductibles, loaner vehicle for repairs, and the list goes on.

Out on the line, we said, "No Deal, No Wheels." We just won a deal with wheels.

Brought back option for all members to use one Employee Advantage number on any person of their choice, not limited to family.

84 HOLIDAYS OVER FOUR AND A HALF YEARS

Holiday Added P. 20

Your bargaining team won Juneteenth as an additional paid holiday. A total of eighty-four (84) holidays will be provided to UAW Stellantis during the proposed agreement. All existing holidays are maintained. When a holiday falls on a Saturday it will be observed on the preceding Friday. When it falls on a Sunday it will be observed the following Monday.

2023-2024

Nov. 10, 2023	Veterans Day Observed
Nov. 23, 2023	Thanksgiving
Nov. 24, 2023	Day after Thanksgiving
Dec. 25, 2023	} Christmas Holiday Period
Dec. 26, 2023	
Dec. 27, 2023	
Dec. 28, 2023	
Dec. 29, 2023	
Jan. 1, 2024	
Jan. 15, 2024	Martin Luther King Jr. Day
Mar 29, 2024	Good Friday
April 1, 2024	Day after Easter
May 27, 2024	Memorial Day
June 19, 2024	Juneteenth Day
July 4, 2024	Independence Day
Sept. 2, 2024	Labor Day

2024-2025

Nov. 5, 2024	Federal Election Day
Nov. 11, 2024	Veterans Day
Nov. 28, 2024	Thanksgiving
Nov. 29, 2024	Day after Thanksgiving
Dec. 23, 2024	} Christmas Holiday Period
Dec. 24, 2024	
Dec. 25, 2024	
Dec. 26, 2024	
Dec. 27, 2024	
Dec. 30, 2024	
Jan. 1, 2025	
Jan. 20, 2025	Martin Luther King Jr. Day
April 18, 2025	Good Friday
April 21, 2025	Day after Easter
May 26, 2025	Memorial Day
June 19, 2025	Juneteenth Day
July 4, 2025	Independence Day
Sept. 1, 2025	Labor Day

2025-2026

Nov. 11, 2025	Veterans Day
Nov. 27, 2025	Thanksgiving
Nov. 28, 2025	Day after Thanksgiving
Dec. 24, 2025	} Christmas Holiday Period
Dec. 25, 2025	
Dec. 26, 2025	
Dec. 29, 2025	
Dec. 30, 2025	
Dec. 31, 2025	
Jan. 1, 2026	
Jan. 2, 2026	
Jan. 19, 2026	Martin Luther King Jr. Day
April 3, 2026	Good Friday
April 6, 2026	Day after Easter
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth Day
July 3, 2026	Independence Day Observed
Sept. 7, 2026	Labor Day

2026-2027

Nov. 3, 2026	Federal Election Day
Nov. 11, 2026	Veterans Day
Nov. 26, 2026	Thanksgiving
Nov. 27, 2026	Day after Thanksgiving
Dec. 24, 2026	} Christmas Holiday Period
Dec. 25, 2026	
Dec. 28, 2026	
Dec. 29, 2026	
Dec. 30, 2026	
Dec. 31, 2026	
Jan. 1, 2027	
Jan. 18, 2027	Martin Luther King Jr. Day
Mar 26, 2027	Good Friday
Mar 29, 2027	Day after Easter
May 31, 2027	Memorial Day
June 18, 2027	Juneteenth Observed
July 5, 2027	Independence Day Observed
Sept. 6, 2027	Labor Day

2027-2028

Nov. 11, 2027	Veterans Day
Nov. 25, 2027	Thanksgiving
Nov. 26, 2027	Day after Thanksgiving
Dec. 24, 2027	} Christmas Holiday Period
Dec. 27, 2027	
Dec. 28, 2027	
Dec. 29, 2027	
Dec. 30, 2027	
Dec. 31, 2027	
Jan. 17, 2028	Martin Luther King Jr. Day
April 14, 2028	Good Friday
April 17, 2028	Day after Easter

THE NEGOTIATIONS PROCESS

WHO'S WHO



UAW National Stellantis Council: Elected local leadership at UAW-represented Stellantis facilities represent members' interests on the National Council.

UAW National Stellantis Sub-Councils: National Stellantis Council broken down into departments or divisions (i.e. Skilled Trades, Assembly, Parts).

UAW National Negotiators: Local UAW leadership elected within each Sub-Council whose role is to negotiate the national contract.

Negotiations Sub-Committee: Made up of UAW National Negotiators and the UAW National Stellantis Department. Sub-Committees are broken down by subject matter.

UAW National Resolutions Committee: Local UAW Leadership elected with each Sub-Council whose role is to oversee and organize resolutions received from the membership.

UAW National Stellantis Department: International UAW Staff assigned to Stellantis.

TIMELINE

10.12.22

UAW Stellantis National Negotiators elected in St. Petersburg, Fla.

10.26.22

Letter sent to local UAW Leadership from UAW National Stellantis Department requesting membership resolutions.

3.20.23

UAW National Stellantis Sub-councils meet to discuss, review and approve membership resolutions from their facilities.

3.27.23

UAW Special Bargaining Convention is held in Detroit.

4.24.23

2023 Index of Language sent via email to servicing reps to start reading over the language.

5.3.23

Official call to the 2023 UAW Stellantis Council Meeting in Southfield, Mich., from June 20-22, 2023.

6.20.23

UAW National Stellantis Council meets in Detroit/Southfield and votes to approve the 2023 Collective Bargaining Proposals Book.

7.13.23

Opening Ceremony, Stellantis Technology Center in Auburn Hills, Mich., the official kick-off of the 2023 National Negotiations.

7.28.23

Negotiations begin in Sub-committees. Each piece of language negotiated is reviewed, discussed and resolved by the UAW National Negotiators.

8.14.23

Strike authorization letter sent to all UAW Stellantis locals with a deadline of August 24, 2023 to communicate results.

8.24.23

Strike authorization voting completed by all UAW-Stellantis locals.

9.14.23

Strike called as the deadline passed without an agreement. UAW Local 12, Toledo Assembly Complex, called out on the Stand Up Strike.

STELLANTIS DEPARTMENT STAFF

Rich Boyer, Vice President and Director

Harvey Hawkins, Jr.
Administrative Assistant

Joe Ferro
Top Administrative Assistant

John Weyer
Administrative Assistant

DeMetria Gordon
Assistant Director

Frank Grace
Assistant Director

Dave Karnafel
Assistant Director

Loreese Lee
Assistant Director

Nate Martin
Assistant Director

Steve Stahl
Assistant Director

Greg Stoej
Assistant Director

Mark Taylor
Assistant Director

Edgar Torres
Assistant Director

Gary Reid
Coordinator

UAW STELLANTIS NEGOTIATING COMMITTEE

Sub-Council		Local	Sub-Council		Local
1	John Morgan (Chair)	7	4	Ryan Jones	723
1	Brian Carter	12	4	Harley Laws, IV	12
2	Chuck Williams	1264	5	Bob Bickerstaff	1435
3	Eric Jackson	723	6	Josh Fisher	1649
3	Brandon Weaver	685	6	Ron Woodard	1248

STAFF

Mike Adams
Jessica Bryant-Hardwell
Kisha Richardson-Chambers
Mona Copeland
J.D. Cowser

Mike Godlewski
Kristine Hall
Lorenzo Jamison
Jerry King
John Markovski

Greg Marquardt
Scott Moldenhauer
Kenny Morrast
Bryon Nusbaum
Jennifer Palion

Venus Paul
Vince Precopio
Frenchie Rippie-Stotts
Jessica Scott
Tom Shkrela

John Stanfill
Bobby Young

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Top Assistant

Paul Caucci
Top Assistant

Jason Wade
Top Assistant

Benjamin Dictor
Counsel

Ava Barbour
Associate General Counsel

Lisa M. Harrison
Associate General Counsel

Jeff Dokho
Research Director

Matt Uptmor
Administrative Assistant

Renee Turner-Bailey
Social Security Director

Jonah Furman
Communications Director

Jim McNeill
Assistant Director

Max Fazeli
Assistant Director

Bob Mikulan
Assistant Director

Frankie Serra
Assistant Director

2023 UAW-STELLANTIS NATIONAL NEGOTIATING TEAM



Brooks



Caucci



Fain



Boyer



Ferro



Dictor



Wade



Weyer



Hawkins, Jr.



Dokho



Turner-Bailey



Serra



Morgan



Carter



Williams



Jackson



Weaver



Jones



Laws IV



Bickerstaff



Fisher



Woodard



Gordon



Grace, Jr.



Karnafel



Lee



Martin



Stahl



Stoey



Taylor



Torres



Reid

This is the UAW Stellantis National Negotiating Committee whose determined efforts, along with those of the UAW National Stellantis Department, and other UAW staff, produced this tentative agreement. **Shawn Fain** is the President of International Union, UAW; **Rich Boyer** is Vice President and Director of the UAW National Stellantis Department; **Joe Ferro** is the Top Administrative Assistant to Boyer; **Chris Brooks, Paul Caucci** and **Jason Wade** are Top Administrative Assistants to Fain; **Benjamin Dictor** is Counsel; **Harvey Hawkins Jr.** and **John Weyer** are Administrative Assistants to Boyer; **Jeff Dokho** is Director of the UAW Research Department; **Renee Turner-Bailey** is Director of the UAW Social Security Department; **Frankie Serra** is an Assistant Director of the Social Security Department; **DeMetria Gordon, Frank Grace Jr., Dave Karnafel, Loreese Lee, Nate Martin, Steve Stahl, Greg Stoey, Mark Taylor** and **Edgar Torres** are Assistant Directors of the UAW National Stellantis Department; **Gary Reid** is a coordinator of the UAW National Stellantis Department; **John Morgan**, UAW Local 7, Detroit Assembly Complex-Jefferson, Sub-council 1 (Assembly), is chairman of the UAW Stellantis National Negotiating Committee; **Brian Carter**, UAW Local 12, Toledo Assembly Complex, Sub-council 1 (Assembly); **Chuck Williams**, UAW Local 1264, Sterling Stamping, Sub-council 2 (Stamping); **Eric Jackson**, UAW Local 723, Dundee Engine (Engine/Axle); **Brandon Weaver**, UAW Local 685, Tipton Transmission, Sub-council 4 (Skilled Trades); **Ryan Jones**, UAW Local 723, Dundee Engine, Sub-council 4 (Skilled Trades); **Harley Laws IV**, UAW Local 12, Toledo Assembly Complex, Sub-council 4 (Skilled Trades); **Bob Bickerstaff**, UAW Local 1435, Toledo Machining Plant, Sub-council 5 (Miscellaneous); **Josh Fisher**, UAW Local 1649, Orlando PDC, Sub-council 6 (Parts); **Ron Woodard**, UAW Local 1248, Centerline PDC, Sub-council 6 (Parts).