



# UAW - CHRYSLER

**OCTOBER 2011**

## Highlights

- \$4.5 billion of direct investment into UAW represented facilities to produce new models and upgraded vehicles and components, adding 2,100 new jobs and protecting current jobs. Details on page 2.
- \$3,500 ratification lump sum paid in two checks: \$1,750 upon ratification and \$1,750 after Chrysler achieves financial stability. Details on page 4.
- \$500 annual Performance Bonus paid in June 2012, 2013, 2014, and 2015.
- \$500 annual Quality Bonus paid in 2012, 2013, 2014, and 2015.
- Up to \$1,000 possible Upside Bonus paid annually based on achieving WCM metrics.
- New annual profit sharing program with greater transparency paid in March 2012, 2013, 2014, and 2015 based on 85 percent of Chrysler Global Modified Operating Profits before interest and special payments.
- New Hire Wages to grow to \$19.28 at end of the agreement.
- Unlimited \$25 office visits, annual physicals, no increases in prescription drugs.
- Tuition Assistance Program reinstated.
- SUB pay replenished.
- Reinstated pay-in-lieu vacation provisions.



**The 2011 UAW Chrysler National Negotiating Committee**

### A message to UAW members at Chrysler

Less than three years ago, Chrysler was teetering on the edge of bankruptcy as our nation was thrown into the worst economic crisis since the Great Depression. Today, we are proud to say that, because of the sacrifice and dedication of our UAW Chrysler members, the company has turned the corner. Through this agreement, we have made significant progress in ensuring that Chrysler workers are rewarded for their role in the company's turnaround success.

We are proud of our union and the UAW Chrysler National Negotiating Committee, especially given Chrysler's fragile economic position. This tentative agreement paves the way for added jobs and investment in plants and communities left in turmoil in the wake of the country's economic collapse. We were able to secure current jobs and add an additional new 2,100 during the term of this agreement. The agreement also includes a significant commitment from Chrysler to invest directly in our plants, and in engineering and design to bring new and upgraded models that will be produced in our plants. \$4.5 billion will be invested directly into retooling and upgrading plants.

UAW members sacrificed when the company was struggling, and this agreement ensures that our members will be secure in their jobs and will share in Chrysler's return to prosperity when that is achieved. While new jobs, investment and new products for our plants are the most important components of a secure future for our members, we were also able to make important gains in both income and benefits in this tentative agreement.

During these negotiations, Chrysler sought to extend their ability to keep an unlimited number of workers at the New Hire wage, but instead, the 25 percent cap will be reinstated at the end of this contract, as outlined in the bankruptcy settlement agreement. At that time, all workers in excess of the 25 percent cap will begin receiving the same wages as traditional Chrysler workers.

We heard your demands for raising the standard of living for New Hire workers and through this proposed agreement, we were able to significantly increase the New Hire wages to \$19.28 over the term of the agreement. New Hire workers will be eligible for tuition assistance programs, unlimited \$25 co-pay for doctor's office visits, life insurance and other benefits. The tentative agreement includes a ratification bonus of \$3,500, half paid in 2011 and half in 2012; \$1,000 in annual Quality and Performance bonuses; and up to \$1,000 in an annual "Upside Bonus" paid annually on achieving World Class Manufacturing (WCM) metrics. Another important gain is the strong improvements we made in transparency and simplicity in the profit sharing plan. Additionally, we were able to win back our Tuition Assistance Program.

We are extremely proud of the job that was done by the entire UAW Chrysler National Negotiating Committee. We employed new strategies and tactics in these difficult economic times. Your negotiating team fought successfully not only to beat back the corporation's attempt to weaken our contract, but also to win major improvements we all can be proud of.

This document summarizes the tentative agreement the UAW has reached with Chrysler. Please review it carefully, and go to [www.uaw.org](http://www.uaw.org) to review the entire agreement. And we urge you to vote "YES" in favor of ratification.

In solidarity,

Bob King, president  
International Union, UAW

General Holiefield, vice president and director  
UAW Chrysler Department

# New products, jobs protected

## \$4.5 billion in investment and new products

Your negotiating team has consistently heard our members demanding more job security because members understand that without product for our plants, our futures are not secure.

This tentative agreement adds another 2,100 new jobs and protects current jobs. All of the new jobs will be added during the term of this new contract. These new jobs will be added to communities across America where people have been struggling to recover from our nation's economic turmoil.

The UAW Chrysler proposed agreement also includes \$4.5 billion of investment to produce new models and upgraded vehicles and components by 2015, which will be invested directly into retooling and upgrading plants.

Plant	Product
Belvidere Assembly Plant	Estimated plant investment of approximately \$600M; Estimated 2,400 jobs retained; Continue production of current Dodge Caliber, Jeep Patriot and Jeep Compass through planned product life-cycle; New vehicle loading based off Compact United States Wide (CUSW) platform.
Sterling Heights Assembly Plant	Estimated plant investment of approximately \$850M; Estimated 2,200 jobs retained; Continue production of Dodge Avenger, Chrysler 200 and Chrysler 200 Convertible through planned product life-cycle; New vehicle loading based off Compact United States Wide (CUSW) platform.
Kokomo Area Plants	Estimated plant investment of approximately \$1,300M; Estimated 3,500 jobs retained; Continue production of current products through planned product life-cycle; New Front Wheel Drive 9 Speed - 948 TE transmission and new Rear Wheel Drive 8 Speed - 845RE transmission.
GEMA Engine Plant	Estimated plant investment of approximately \$300M; Estimated 350 jobs retained; Continue production of WGE Engine and FIRE engine through planned product life-cycle.
Toledo Machining Plant	Estimated plant investment of approximately \$100M; Estimated 550 jobs retained; Continue production of current Steering Columns, FWD and RWD Torque Converters through planned product life-cycle; Production of new/next generation Steering Columns, FWD and RWD Torque Converters.
Trenton North Engine Plant	Estimated plant investment of approximately \$100M; Estimated 250 new jobs created; Re-utilize portion of Trenton North Engine Plant to produce an incremental volume of 3.8L V-6 increase of 150,000 units.
Additional Investment	The Company plans to further invest approximately \$1.3 Billion across multiple manufacturing facilities. This investment will retain an approximately 1,000 jobs and may add up to an additional 1,850 new jobs. It is mutually understood that the product, investment and employment levels detailed above are contingent upon consumer demand generating sustainable and profitable volumes.

# Gains for New Hires

## Wage increases for New Hires add to their base pay

Our elected negotiating committee at Chrysler understands the economic difficulty faced by workers hired following the 2007 National Agreement. Negotiators fought for and won increases in base salaries. New hires will be paid according to the following schedule:

Wages for existing New Hires			
	Years of service at ratification		
	1 or less	1 to 2	2 or more
At ratification	\$15.78	\$16.66	\$17.53
As of Sept. 15, 2012	\$17.53	\$18.41	\$18.41
As of Sept. 2013	\$19.28	\$19.28	\$19.28
Team Member rate	\$19.28	\$19.28	\$19.28

Wages for future New Hires	
At hire	\$15.78
After 12 months	\$16.66
After 24 months	\$17.53
After 36 months	\$18.41
After 48 months	\$19.28
Team Member rate	\$19.28

## Health Care improvements for New Hire workers

After much resistance from the company, the UAW was able to negotiate major benefit improvements to the New hire health care program, including:

- Unlimited \$25 co-pay office visits.
- Annual wellness physicals.
- No emergency room or urgent care center co-pay for New hire employees.

## Deferred Pay plan

New hire employees hired prior to this agreement are covered under the Chrysler Group LLC Cash Balance Plan for hourly rate employees. Effective March 31, 2012, the Cash Balance Plan will be terminated and the company will begin making weekly contributions into employee accounts in the Hourly Deferred Pay Plan (HDPP).

## New Hire HDPP and retirement contributions

- Rollover opportunities will be made available for transfer of lump-sum distributions from the Cash Balance Plan to the HDPP. New hire employees hired prior to the effective date of this agreement will receive company contributions equal to 6.4 percent of eligible weekly earnings into the HDPP.
- For New hire employees and all skilled trades workers hired after the effective date of the agreement the company will contribute an amount equal to 4 percent of eligible weekly earnings into the HDPP.
- New hire employees will receive \$1 per hour up to 40 hours per week in company contributions into the HDPP.

## New Hire life benefits

Your UAW bargaining team fought for language that will provide protection for UAW Chrysler New Hire members during crucial times of need. Life and disability benefits are a necessity in protecting and providing income to families when they need it the most.

Under the proposed agreement, New Hire employees shall be eligible for basic life insurance and extra accident insurance on the first day of employment. Active New Hire employees will be provided with basic life insurance coverage in the amount of \$45,000. The company will provide extra accident insurance in the amount of \$22,500.

Your negotiators were successful in gaining language that provided New Hire employees with company-provided life insurance after leaving the company. New Hire workers with 10 or more years of seniority, and who are at least 55 years of age at the time of separation from the company, will now be eligible for continuation of \$15,000 in basic life insurance coverage and \$7,500 in extra accident coverage. Work-related death benefits will be based on extra accident insurance at \$22,500.

## Paid Absence Allowance

The union won Paid Absence Allowance days for employees with less than one year seniority. A seniority employee who has worked at least 13 pay periods will be entitled to paid absence allowance as follows:

Paid Absence Allowance	
Pay periods worked in the vacation eligibility year	Hours of allowance
26	24
19 but fewer than 26	16
13 but fewer than 19	8

# New Performance Quality and Ratification Bonus

Schedule of Bonuses		
Type	Amount	Date
Ratification	\$1,750	Within 30 days of ratification
Ratification	\$1,750	Upon Achievement of financial metrics
Performance Bonus	\$500	Annually in June, 2012, 2013, 2014 and 2015
Quality Bonus*	\$500	Annually in 2012, 2013, 2014 and 2015
Profit Share	Amount TBD	March 2012, 2013, 2014 and 2015
<i>*Metrics to be set by Chrysler after review with UAW</i>		

## Chrysler workers “share in the upside” with new profit sharing plan

The fundamental principle underlying any profit sharing plan is its ability to provide UAW-represented members at Chrysler with a real opportunity to “share in the upside” of Chrysler’s success. This means sharing in a meaningful portion of the profits made on vehicles produced or sold in North America, while at the same time ensuring a high level of transparency and consistency in the profit sharing calculations by closely linking them to the operating results that management utilizes and reports to the investment community and the Securities and Exchange Commission (SEC).

To accomplish these goals, our current UAW-Chrysler Profit Sharing Plan has been streamlined and strengthened. In the chart are some of the differences between the current profit sharing program and the one your negotiators at Chrysler crafted and won:

Profit Sharing Plan Improvements		
	Current Plan	New Plan
Plan Definition	U.S. Profits only	Expanded to ALL North American Profits
Transparency	Not a publicly reported figure and difficult to verify	Based on profit figure reported publicly to investors and the government
Formula	Very complex	Easy to understand
Profit Measure	Significant interest expense and “non-operating” charges reduce plan profits	Profits are not reduced by interest expense and non-operating charges resulting in larger plan profits

Currently, Chrysler’s only publicly reported profit figure is worldwide profit. 85 percent of Chrysler’s profits come from North America, so our new profit sharing formula simply takes the publicly reported profit figure and multiplies it by 85 percent..

For example, if Chrysler reports worldwide profits of \$3 billion, the North American profit figure for profit sharing would be \$2.55 billion (\$3 billion x 85 percent). In this case, the maximum payout would be \$2,500. The profit sharing formula is based on hours worked, paid on a maximum of 1,850 compensated hours.

The following simplified payout table provides for increasing profit-sharing payouts as Chrysler's profits derived from North America increase:

Profits \$Billions			Maximum Payout	Profits \$Billions			Maximum Payout
-	<	1.25	0	6.50	<	6.75	6,500
1.25	<	1.50	1,250	6.75	<	7.00	6,750
1.50	<	1.75	1,500	7.00	<	7.25	7,000
1.75	<	2.00	1,750	7.25	<	7.50	7,250
2.00	<	2.25	2,000	7.50	<	7.75	7,500
2.25	<	2.50	2,250	7.75	<	8.00	7,750
2.50	<	2.75	2,500	8.00	<	8.25	8,000
2.75	<	3.00	2,750	8.25	<	8.50	8,250
3.00	<	3.25	3,000	8.50	<	8.75	8,500
3.25	<	3.50	3,250	8.75	<	9.00	8,750
3.50	<	3.75	3,500	9.00	<	9.25	9,000
3.75	<	4.00	3,750	9.25	<	9.50	9,250
4.00	<	4.25	4,000	9.50	<	9.75	9,500
4.25	<	4.50	4,250	9.75	<	10.00	9,750
4.50	<	4.75	4,500	10.00	<	10.25	10,000
4.75	<	5.00	4,750	10.25	<	10.50	10,250
5.00	<	5.25	5,000	10.50	<	10.75	10,500
5.25	<	5.50	5,250	10.75	<	11.00	10,750
5.50	<	5.75	5,500	11.00	<	11.25	11,000
5.75	<	6.00	5,750	11.25	<	11.50	11,250
6.00	<	6.25	6,000	11.50	<	11.75	11,500
6.25	<	6.50	6,250	11.75	<	12.00	11,750
					>=	12.0	12,000

Members who have more than 1,850 compensated hours will receive the maximum payout. Members who have less than 1,850 hours will receive a prorated payout based on the proportion of their compensated hours to 1,850.

This agreement also shows a strong on-going commitment to protect the healthcare benefits of our retirees. The UAW and Chrysler are in the process of addressing the company's accounting, tax, legal and other concerns. Once these concerns are addressed, 10 percent of profit sharing will be diverted to the UAW Retiree Medical Benefits Trust.

# Health care benefits improved, expanded and protected

Health care reform continues to be at the center of national debate from the kitchen table to the halls of Congress. Nearly 50 million people remained uninsured in 2010, and many Americans find their health benefits slashed or eliminated. Health care reform will remain a hot-button issue in today's political climate and one that the UAW will continue to strongly support. The UAW believes that access to affordable and quality health care is a moral right for all. The UAW has been a constant champion for health care reform and strongly supports the Patient Protection and Affordable Care Act (PPACA), signed into law by President Obama in 2010.

During this round of negotiations, it was a priority of the union to maintain benefits and negotiate enhanced health care coverage that would supply our members with above-standard care and provide a direct tie-in with the PPACA.

## Prescription drug coverage

The UAW Chrysler bargaining team held firm on no new increases in health care prescription drug costs for the life of the proposed agreement. The team was also able to expand the maintenance drug list.

## Office visits

Effective Jan. 1, 2012, modifications to health care for hourly active employees and their dependents will be provided with unlimited office visits by in-network providers at a \$25 co-payment per visit. Also, an annual wellness physical will be included and paid in full.

Coverage will expand to include an urgent care benefit at participating providers with a co-payment of \$50, and emergency services now also carry a co-payment of \$100 if the patient is not admitted to the hospital for treatment.

## Increased coverage for hyperbaric oxygenation treatment

Outpatient hyperbaric oxygenation treatment will now include the following conditions: diabetic wound care, chronic refraction osteomyelitis, osteoradionecrosis and soft tissue radionecrosis.

## Pre-hospice

Coverage for pre-hospice consists of evaluation, consultation, education and support services with a lifetime maximum of 28 visits prior to the enrollee electing hospice care. Pre-hospice coverage allows concurrent continuation of curative treatment until the enrollee is ready to forego curative care.

## Hospice

UAW Chrysler members will now be eligible for hospice if life expectancy is 12 months or less (changed from six months). There is a lifetime maximum of 365 days which may be extended through case management. It was previously 210 days.

## Hearing aid coverage

- Expanded hearing aid coverage to include diagnostic testing.
- A Hearing Aid Network will also be implemented that will allow two hearing aids every three years within a \$2,000 maximum benefit structure.

## Physical, occupational and speech therapy benefit expanded

Enrollees are entitled to now receive physical therapy, occupational and speech therapy services provided in a doctor's office setting in addition to all PTO therapy facilities. Diagnosis

codes for physical therapy will also be expanded to include things such as wound therapy and debridement.

## Improved dental care coverage

Dental care coverage was upgraded so that UAW Chrysler hourly members now receive composite resins for all fillings when restoring posterior teeth, regardless of surface. Additionally, enrollees at risk for oral cancer or with unresolving oral lesions or ulcerations, will now have coverage for one brush biopsy per calendar year.

Other improvements include:

- Single tooth, endosteal implant with coverage up to 50 percent of cost and subject to the annual maximum.
- Enrollees will now receive one occlusal guard, covered up to 90 percent and subject to annual maximum, every five years instead of just one in a lifetime.

Fluoride trays for patients undergoing radiation therapy treatment for head and neck will now be covered at 100 percent.

## VEBA

This agreement shows a strong, ongoing commitment to protect the health care benefits of our retirees. The UAW and Chrysler are in the process of addressing the company's accounting, tax, legal and other concerns. Once these concerns are addressed, 10 percent of the Profit Sharing Fund will be diverted to the UAW Retiree Medical Benefits Trust.

# Health care benefits provided under Patient Protection and Affordable Care Act made contractual

On March 23, 2010, President Obama signed into law the Patient Protection and Affordable Care Act (PPACA) health care reform bill. The PPACA gives access to insurance for over 30 million Americans with numerous provisions to take effect over several years and broadens private and public health insurance coverage, including increasing coverage of pre-existing conditions.

With the additional coverage provided because of the PPACA, the UAW negotiated the following additions to the health care program for hourly active employees and their dependents:

## Expanded coverage with PPACA

During this round of negotiations, Chrysler Hourly active workers will now be provided with up to five well-baby visits for children from 13 months of age through 35 months of age. Within a calendar year, for children ages 36 months through age 17, one well-child visit is allowed.

Additional coverage includes an annual, routine physical exam per calendar year for enrollees age 18 or older. All female enrollees will be provided with annual, routine gynecological exams.

Cholesterol screening coverage has been expanded to include children ages 24 months to 21 years, in addition to men over the age of 35. Screenings will also be provided for men, ages 21 to 35, with potential increased risk of coronary heart disease, and at-risk women over the age of 20.

In addition, specified lab services will now be covered including one abdominal, aortic aneurysm by ultrasound per lifetime, osteoporosis screenings for women and infectious screenings for all enrollees.

There were also gains in prenatal care with the addition of prenatal screenings, infectious screenings,

and consultations regarding healthy diet, breastfeeding and tobacco use. Newborns will now be eligible for developmental screening and evaluation up to age 30 months, along with prevention screening at birth for congenital hypothyroidism, metabolic/hemoglobin, phenylketonuria and sickle cell.

Preventative services and care was expanded to include infectious screenings, autism screening, obesity screening, blood pressure screening and depression screening. These preventative services are covered as part of the routine physical exam and not separate, billable items per the carrier.

## Diabetes self management education/training

Diabetes is a serious and costly disease that is among the most prevalent chronic conditions experienced by our members and their families. It is also known that the disease progression is controllable in many cases.

This new benefit breaks new ground for our members with assistance in avoiding serious complications of diabetes and in better managing its progression.

Effective Jan. 1, 2012, in-network coverage for diabetes self management education and training for members and their dependents enrolled in a Chrysler-sponsored health plan prescribed by a physician, nurse practitioner or physician assistant will be provided.

The service would be provided for members with:

- Type 1, Type 2, pre-gestational and gestational diabetes.
- Inadequate glycemic control.
- Change in treatment either from no diabetes medication to any diabetes medication or from oral medications to insulin shots.

- High risk for complications.
- Amputation of lower limbs for endocrine, nutritional and metabolic disorders.
- Skin grafts and wound debridement for endocrine, nutritional and metabolic disorders.
- Nutritional and miscellaneous disorders related to diabetes. The program provides:
- One year of initial training with a certified diabetes educator. Follow up and refresher education and training with a certified diabetes educator in subsequent years when a new prescription is written based on medical necessity.
- Nutrition counseling as a part of diabetes self-management and education training.

## Retiree health care

Retiree health care benefits are controlled by the Voluntary Employee Beneficiary Association, or VEBA, which is administered by an independent board of trustees and is not part of the UAW Chrysler collective bargaining agreement. The VEBA board holds regular meetings to assess retiree health care benefits and will keep you informed as progress is made toward finding solutions to health care concerns expressed by UAW Chrysler retirees.

# Improvements in Supplemental Unemployment Benefits (SUB)

## SUB calculation

The complexity of the SUB formula has confused our membership since its inception. Previously, SUB calculation varied from employee

to employee, but in the tentative agreement, the union secured language that benefits employees by calculating average SUB benefits on a flat rate. The formula of 95 percent of

take-home pay minus \$30 equals, on average, 74 percent of a worker's gross weekly pay. As a result of these negotiations, the following charts detail exactly what the weekly SUB pay rate is for each employee:

## Weekly SUB Pay

Entry Level		Regular SUBBenefit	
Base Hourly Wage			
\$ 15.71	=	\$ 15.90	\$ 465.02 = \$ 470.64
\$ 15.91	=	\$ 16.10	\$ 470.94 = \$ 476.56
\$ 16.11	=	\$ 16.30	\$ 476.86 = \$ 482.48
\$ 16.31	=	\$ 16.50	\$ 482.78 = \$ 488.40
\$ 16.51	=	\$ 16.70	\$ 488.70 = \$ 494.32
\$ 16.71	=	\$ 16.90	\$ 494.62 = \$ 500.24
\$ 16.91	=	\$ 17.10	\$ 500.54 = \$ 506.16
\$ 17.11	=	\$ 17.30	\$ 506.46 = \$ 512.08
\$ 17.31	=	\$ 17.50	\$ 512.38 = \$ 518.00
\$ 17.51	=	\$ 17.70	\$ 518.30 = \$ 523.92
\$ 17.71	=	\$ 17.90	\$ 524.22 = \$ 529.84
\$ 17.91	=	\$ 18.10	\$ 530.14 = \$ 535.76

Traditional		Regular SUBBenefit	
Base Hourly Wage			
\$ 27.91	=	\$ 28.10	\$ 826.14 = \$ 831.76
\$ 28.11	=	\$ 28.30	\$ 832.06 = \$ 837.68
\$ 28.31	=	\$ 28.50	\$ 837.98 = \$ 843.60
\$ 28.51	=	\$ 28.70	\$ 843.90 = \$ 849.52
\$ 28.71	=	\$ 28.90	\$ 849.82 = \$ 855.44
\$ 28.91	=	\$ 29.10	\$ 855.74 = \$ 861.36
\$ 29.11	=	\$ 29.30	\$ 861.66 = \$ 867.28
\$ 29.31	=	\$ 29.50	\$ 867.58 = \$ 873.20
\$ 29.51	=	\$ 29.70	\$ 873.50 = \$ 879.12
\$ 29.71	=	\$ 29.90	\$ 879.42 = \$ 885.04
\$ 29.91	=	\$ 30.10	\$ 885.34 = \$ 890.96
\$ 30.11	=	\$ 30.30	\$ 891.26 = \$ 896.88
\$ 30.31	=	\$ 30.50	\$ 897.18 = \$ 902.80
\$ 30.51	=	\$ 30.70	\$ 903.10 = \$ 908.72
\$ 30.71	=	\$ 30.90	\$ 909.02 = \$ 914.64
\$ 30.91	=	\$ 31.10	\$ 914.94 = \$ 920.56
\$ 31.11	=	\$ 31.30	\$ 920.86 = \$ 926.48
\$ 31.31	=	\$ 31.50	\$ 926.78 = \$ 932.40
\$ 31.51	=	\$ 31.70	\$ 932.70 = \$ 938.32
\$ 31.71	=	\$ 31.90	\$ 938.62 = \$ 944.24
\$ 31.91	=	\$ 32.10	\$ 944.54 = \$ 950.16
\$ 32.11	=	\$ 32.30	\$ 950.46 = \$ 956.08
\$ 32.31	=	\$ 32.50	\$ 956.38 = \$ 962.00

## Supplemental Unemployment Benefit (SUB)

### SUB during state system waiting weeks

For those members who are serving a waiting week within the benefit year under a state unemployment system, any such member will remain eligible for regular SUB benefit while on a qualifying or non-qualifying layoff (except for separation of vacation shut down).

\* Prorated for incremental amounts on the basis of the employee's highest wage rate in the previous 13 weeks.

Job Security/SUB duration was a major battle in negotiations. Management took a hard line position and resisted replenishing the weeks of SUB. The UAW remained steadfast in fighting to get these benefits restored and was successful in winning SUB replenishment. Any employee who used SUB credits during the life of the 2009 contract modifications will have SUB credits replenished.

## Addendum to Chrysler 2009 Modification

### Traditional Employees

1-10 years 26 weeks SUB / 26 weeks TAP  
 10-20 years 39 weeks SUB / 39 weeks TAP  
 20+ years 52 weeks SUB / 52 weeks TAP

### New Hire Employees

1-3 years 13 weeks SUB  
 3+ years 26 weeks SUB

Replenished



## 2011 - 2015 Contract

### Traditional Employees

1-10 years 26 weeks SUB / 26 weeks TAP  
 10-20 years 39 weeks SUB / 39 weeks TAP  
 20+ years 52 weeks SUB / 52 weeks TAP

### New Hire Employees

1-3 years 13 weeks SUB  
 3+ years 26 weeks SUB

---

# Disability/Group Insurance

## Disability/partial benefit for members on alternative work schedules

This benefit will make it easier to calculate partial disability weeks for members on alternative schedules.

## Life Insurance

### Employee optional group life and accident insurance

A dependent child may remain on the employee's policy until the dependent turns age 26.

### Optional and Dependent life insurance

No increase in premiums through 2015.

### Optional Group life

Existing participants will have an opportunity to apply for one level increase of coverage by completing a brief questionnaire.

### Dependent Group life insurance

The level of spousal coverage for newly eligible employees, without evidence of insurability, will increase from \$35,000 to \$40,000. Coverage for dependent children is expanded to age 26.

### Optional Group accident

Coverage for dependent children is expanded to age 26.

---

## Other Improvements

### Suitable employment

Suitable employment will help our members better navigate the challenging requirements often faced when on layoff and applying for state unemployment benefits. Under the tentative agreement, job offers must meet a requirement of providing at least 80 percent of the employee's most recent hourly or salaried base rate of pay. If a member's job offer is not considered suitable employment, the member will remain eligible for SUB plan benefits, subject to a reduction equal to the amount of the weekly state benefit.

### Tuition Assistance Program to be reinstated

The Tuition Assistance Program for UAW Chrysler members will be reinstated by Jan. 1, 2012. The UAW Chrysler National Training Center Joint Activities Board will meet after ratification to develop a plan for implementation.

### Severe weather condition problem significantly improved

Overtime penalties in relation to time off due to snow days and/or severe weather have been removed from the calculation of SUB benefits regardless of when the work was offered or performed. When severe weather conditions have been approved, overtime provisions will no longer disqualify members from a full, 40-hour, automatic short workweek benefit.

### Union Benefit Representative in closed labor market areas

An acceptable level of representation will be allowed in locations where plants were closed. UAW Benefit Representatives will now be assigned to assist retirees in Huntsville, Ala., Kenosha, Wis., St. Louis, Mo., Newark, Del., and Twinsburg, Ohio.

# Skilled Trades Rationalization

The merits of additional classifications to more effectively align the skills of our workforce was addressed in this tentative agreement. Upon contract ratification, skilled employees will be assigned to one of three work groups and into one of five classifications. No lines of demarcation will exist within the respective work groups. Skilled employees will only be assigned to job assignments they can safely perform.

**The Tool and Die Technician work group** will consist of the Tool and Die Maker classification for the following rationalized trades – Die Maker, Die Maker-Die Cast, Tool Maker and Tool Maker-Jig, and Fixture Builder.

**The Electrical Technician work group** will consist of the Electrical classification for the following rationalized trades – Electrician and Repairer-Welder Equipment.

**The Mechanical Technician work group** will consist of the Machine Repair, Millwright, and Pipefitter classifications for the following rationalized trades – Millwright, Millwright/Welder, Sheet Metal Worker, Welder-Maintenance, Pipefitter, Pipefitter-Plumber, Pipefitter/Spray Gun Repairer, and Machine Repair.

For overtime opportunities within the Mechanical Technician work group where the overtime list for one classification is exhausted and additional employees are required, employees from the other two classifications who have demonstrated proficiency to perform the available work as identified on their radar charts will be offered the overtime work in line of low hours.

Employees in the rationalized classifications identified in each work group above will remain on their current seniority list for layoff, recall and seniority purposes until they obtain three years related experience in accordance with Section S-3(C) of the Supplemental Agreement – Special Provisions Pertaining to Skilled Trades Employees of the national agreement.

The parties recognize that the related training began on Jan. 1, 2011, with skill assessments, online work and courses at the UAW Chrysler National Training Center (NTC), and that this training will be completed as expeditiously as possible based on individual training plans as outlined below, but no later than Sept. 14, 2014.

The five classifications will assume responsibilities of both the rationalized and eliminated classifications, and training will be developed and implemented accordingly. The assumption of responsibilities within the five classification structure, along with the elimination of all other classifications, is consistent with the cost reductions also identified in the Loan Security Agreement submission.

Skilled trades employees in the Rationalization Program will receive multi-dimensional training to include online training, technical training, and on-the-job training to develop their skill sets and capabilities to perform work in a safe manner. Training will be held at various in-state and out-of-state locations including the UAW Chrysler Technology Training Center (TTC). The work processes for on-the-job training have been agreed upon between the International UAW Skilled Trades Department and Chrysler Corporate Union Relations. On-the-job training will be provided by employees working together and actively assisting each other comparable to the Apprentice Program concept. Each employee will be responsible for recording their training plan with assistance from their supervisor and the Skilled Local Technician Training Center (LTTTC), representative. Training will be prioritized based on employee requirements and operational needs and will be consistent with worldclass manufacturing.

Training plans will be filtered to address employee training needs as identified by their radar charts to eliminate their skill gaps and to align

with current plant work assignments. Employees, upon initiation of their training plan, can simultaneously begin on the job training and can cross-functionally apply their learning. Any concerns raised locally will be addressed between the union and company representatives. Further, during overtime periods, it is agreed and understood that employees will perform any work within their work groups that they can safely perform. With this expansion of job duties, management will ensure that the tools required to complete the work assignment(s) will be available to the employees.

The following classifications are not impacted by this agreement and remain separate and distinct:

- #5703 Boiler Repair
- #5706 Repair – Compressor
- #5905 Boiler Operator
- #5920 Compressor Operator
- #5927 Engineer – Steam
- #5929 Energy Center Operator
- #5942 Sewage Disposal Plant Operator
- #5654 Mechanic – Refrigeration and Air Conditioning (employees in this classification who are not associated with the Energy Center will be classified into “other mechanical” classification groupings)
- #5693 Powerhouse and Maintenance
- #5714 Mechanic – Gas and Electric Jitney
- #5717 Mechanic – Gas and Electric Jitney
- #5718 Mechanic – Gas and Electric Jitney
- #5719 Mechanic – Gas and Electric Jitney
- #5721 Mechanic – Gas and Electric Jitney
- #5728 Mechanic – Gas and Electric Jitney
- #5759 Mechanic – Truck-Tractor
- #5762 Mechanic – Diesel

In addition, all other skilled trades classifications have been eliminated. New entrants to the Electrical,

Mechanical or Tool and Die work groups must have eight years of experience in a recognized trade or have graduated from a bona-fide apprentice program. Employees from the eliminated classifications who meet these qualifications will be reclassified as a Journeyman or J1-related trade in accordance with Section S-3(C).

All other ancillary skilled trades functions are beyond the new scope of work (i.e.- construction,

high voltage projects) and will be sourced to a third party, with all provisions or past practices regarding contractor matching eliminated. As part of the existing contractor review process, similarly skilled work that is contracted out will not exceed the one-for-one match.

Aligning all manufacturing resources to properly implement the provisions of this letter is paramount to a successful transition. Within 60 days of ratification of the 2011 agreement,

a meeting will be held by representatives of the International UAW and Chrysler Corporate Union Relations to communicate the commitments of this letter. In attendance for the company will be the plant manager, human resources manager, manufacturing engineering manager and maintenance area manager; union attendance will consist of the local president, plant shop chairperson, skilled trades committeeman and the skilled LTTC trainer.

SKILLED TRADES RATIONALIZATION - Classification Status							
Electrical Technician Classification	Mechanical Technician Classification			Tool & Die Technician Classification	Stand Alone Classifications	Eliminated Classifications*	
	Millwright	Pipefitter	Machine Repair				
Electrician	Millwright	Pipefitter	Machine Repair	Tool Maker	Boiler Repair	Layout Metal & Wood	Carpenter / Painter
Repairer Welder Equipment	Millwright / Welder	Pipefitter - Plumber		Tool Maker - Jig & Fixture Builder	Repair - Compressor	Tool Maker - Tool & Gauge Inspection	Carpenter
	Sheet Metal Worker	Pipefitter / Spray Gun Repair		Die Maker	Boiler Operator	Grinder - Tool Room	Painter & Glazier Maintenance
	Welder Maintenance			Die Maker - Die Cast	Compressor Operator	Machine Operator - Tool, Die & Maint.	Inspector Form Cutters
					Engineer - Steam	Layout Inspector	Inspector Gauge Surveillance
					Energy Center Operator	Inspector Layout & Sample Check	Tool / Fixture / Machine Repair Tech
					Sewage Disposal Plant Operator	Saw-Do-All Tool Room Only	Grinder - Cutter
					Mechanic - Refrigeration & A/C (CTC Only)	Brickmason & Cement Finisher	Cutter Grinder
<div style="border: 1px solid black; padding: 5px;"> <p>* Skilled Trades employees in Eliminated Classifications may elect to:</p> <ol style="list-style-type: none"> <li>Return to a rationalized classification where they retain Journeyman Status.</li> <li>J-1 Status in a rationalized classification in accordance with Section - S3(C) of the Supplemental Agreement - Special Provisions Pertaining to Skilled Trades Employees.</li> <li>Apply for the Apprentice Program in one of the rationalized classifications in accordance with Letter 57 - Apprentice Development of the National Agreement.</li> <li>May remain in their existing classification until they attrit out.</li> </ol> </div>					Powerhouse & Maintenance	Crane Operator - Locomotive	Tool & Cutter Grinder
					Mechanic - Gas & Electric Jitney	Repairer - Portable Pneumatic Tools	Keller Machine Operator
					Mechanic - Truck - Tractor	Recording Instrument Maint. & Repair	CNC Machining Technician
					Mechanic - Diesel	Pattern Maker - Wood	Welder - Tool & Die
						Pattern Repairer - Foundry Patterns	Repairer Furnace
							Mechanic - Trailer Repair

# Skilled Trades

## New die work commitment and capacity utilization

Our members in skilled trades gained from an extensive review of a new die construction and tryout proposal that will mean additional insourced die construction work by utilizing available tryout press capability currently underutilized at the Warren Stamping and Sterling Stamping plants in Michigan.

Implementation of this proposal will benefit UAW skilled trades members at Mt. Elliott Tool and Die (METD), Sterling Stamping and Warren Stamping plants. Gains include:

- Increased die construction capacity at METD from 240,000 hours annually to approximately 400,000 hours annually, an increase of 160,000 hours.
- Reduction in the amount of dies currently sourced for die construction and tryout.
- Utilize tryout and press lines at Sterling Stamping and Warren Stamping to their fullest capability for dies that will be installed at the respective plants.
- Improve skills of current skilled trades at the Warren and Sterling Stamping plants by enhancing their knowledge of die build, tryout and repair.
- Potential additional employment opportunities.
- Earlier in-plant tryout ensuring time-to-market and quality goals are achieved.

Planned initiation for this program is in early 2012. Prior to implementation, representatives from the International UAW and the company will meet with representatives of Sterling and Warren Stamping plants, and Mt. Elliott Tool and Die, to discuss and develop a working agreement for prompt implementation.

## Skilled trades testing and licensing fees

In cases where federal, state or local ordinances require licenses to perform work historically or traditionally assigned to a skilled trade classification, the company will ensure that members are trained in accordance with the specific licensing requirements.

Also, the company will reimburse our members for testing and licensing fees upon proof of successfully passing the test.

## Outside contracting review team

UAW skilled trades workers will be alerted when an outside vendor is scheduled to be on site. This process will alleviate the confusion that has occurred when outside vendors have come on site without notification to skilled trades. The notification will be incorporated into the process for all projects. For major new model projects, a meeting will be held at the UAW Chrysler National Training Center or a mutually agreed upon location with the appropriate parties.

## 400 new apprentices

The status of the apprentice program and the need to make changes were discussed at great length. The company has agreed to review the need for additional apprentices, business conditions permitting, to place 400 apprentices in the program.

## Apprenticeship Order Understanding

Your negotiators secured an agreement with the company that, should the apprentices be identified and business conditions allow, these affected individuals will receive the first opportunity to apply for any such identified apprenticeships in the following order:

- Those eliminated trades as defined in the Skilled Trades Rationalization Letter.

- Those skilled trades working production.
- Those 37 Trenton South Engine Plant (TSEP) technical specialists who do not possess journeyman credentials.
- Other new apprentice candidates, both internal and external, to include those having been previously tested.

The National Apprentice Committee will meet within 120 days of ratification to discuss moving forward, including how to handle open items such as the reconciliation of formal internal lists. Any issues relating to the interpretation of this understanding will be directed to the national parties for consideration.

## Understanding regarding Trenton South Engine Plant Technical Specialists

The parties discussed individuals at the Trenton South Engine Plant (TSEP) who are classified as Technical Specialist but do not possess skilled trades' status. A new local agreement will be negotiated soon after the ratification of the proposed agreement that will change the Technical Specialist classification.

The parties agreed that TSEP employees in the Technical Specialist classification at the time of a new local agreement who do not possess a journeyman classification will be:

- "Red-circled" with the Technical Specialist rate of pay as of the date of the agreement.
- Required to enter the UAW Chrysler Apprenticeship program as soon as an opportunity is available in the Detroit labor market.

Any employee who declines an opportunity to enter the UAW Chrysler Apprenticeship program for any reason will be classified as a non-skilled classification at TSEP and have their base rate adjusted accordingly.

---

# Mopar

Based on the merger of Fiat and Chrysler, more work was acquired such as the Magneti Marelli parts line distribution throughout the Mopar distribution network, and the warehousing of Fiat, Maserati and Alfa Romeo parts (being placed in certain Mopar locations), resulting in 149 workers added to the Mopar team.

The company committed to insource jobs that had been previously outsourced. In the first quarter of 2011, Mopar launched a new process design for the shipment and handling of referrals shipped from National Parts Distribution Center (PDC) locations. It is expected that redistribution through the U.S. Field PDC network would amount to 2.4 million cross-dock lines a year flowing through the U.S. Field PDC network, which had been previously managed by United Parcel Service.

Mopar has insourced the packaging of several commodities which include headlamps and wheels and is presently reviewing the insourcing of other commodities into the Center Line and Marysville, Mich., facilities.

## New team to address sourcing concerns

Sourcing concerns will be discussed between International UAW representatives and the MOPAR management team. This team will meet on a quarterly basis to share sourcing direction and opportunities to grow the business within the MOPAR network, and address member concerns, especially as they apply to Tracy Industries, Packaging and Memphis Core Center.

## Insourcing

The company will review areas in which there might be insourcing opportunities into the MOPAR distribution network, possibly creating more jobs for our members.

## Dedicated delivery service

New contract provisions will help the union know in advance about route changes in Dedicated Delivery Service, especially as it relates to the amount of staffing needed for shift changes and workforce adjustments. These discussions will take place at the local level to meet standards of the joint agreement on World Class Logistics.

## Product discounts

An expanded Mopar Parts Purchase program will continue for our eligible active and retired members. The program provides a 25 percent discount off the dealer list price on Mopar Genuine parts, remanufactured parts and performance parts and accessories. The buying power will help support good-paying, union jobs and provide job security for UAW Chrysler members.

## Mopar World Class Logistics Steering Committee

To ensure the success of the Mopar Parts organization, a World Class Logistics Steering Committee was established consisting of the International UAW and Mopar senior management.

Also, a local World Class Partnership Council was established at each Mopar facility consisting of representatives from the local union and plant management to lead the necessary changes to transform their location into World Class Logistics operations.

---

## Attendance Procedure (M-8)

All employees in the attendance procedure will have the latest occurrence removed from their record. The call-in procedure has also been improved during this round of negotiations. The union negotiated language to make the call-in procedure fair and consistent at all UAW-represented operating facilities. The parties agreed that possible satisfactory reasons for failing to call in an absence or tardiness might include, but are not limited to:

- The employee, current spouse or minor child suffers a severe illness resulting in immediate emergency medical treatment at the

same time the employee would otherwise be required to call.

- The employee is involved in a car accident on the way to work resulting in a significant injury which prevents the employee to submit written documentation to management to substantiate their reason for being unable to comply with the call-in requirement.

Instances as described above will require the employee to submit written documentation to management to substantiate their reason for being unable to comply with the call-in requirement.

# Other Improvements

## Seniority gains within plant locations

Under the previous agreement, employees with the same seniority date could not displace lesser seniority employees with the same hire date unless they had one day more seniority. Now employees can displace lower seniority employees without having one day greater seniority, allowing them to utilize in-plant tie breakers to level plant seniority.

## Improvements in relocation eligibility

The relocation allowance was improved by expanding eligibility for relocation allowance to all Chrysler-represented workers living in the same household.

The union negotiated an enhanced relocation option for nonvoluntary transfer of workers. Workers can now receive a new relocation allowance up to a maximum of \$30,000 that includes a \$4,800 initial payment to cover miscellaneous, upfront cash expenditures. If a worker continues to be employed at the new location, the following schedule of additional payments will be made at the anniversary of their start date:

- After one year: \$5,200.
- After two years: \$10,000.
- After three years: \$10,000.

Workers may choose the modified enhanced relocation, and exercise their recall and return to former community rights after six months of employment at the new location.

## Stronger supplier relations collaboration

The proposed agreement gives union leaders a chance to improve represented supplier relations by gaining new transparency through data analysis and current supplier status that focuses on opportunities for growth for represented suppliers.

## Sourcing financial data communication

Our discussions focused on improving transparency in the bid process and to improve the mechanism to bring work back in-house. As a result, our negotiators were successful in improving transparency with the Make/Buy process. The company has committed to providing an overview of all items used in the study to source work. By improving the commitment on joint communication, the union can better understand the process and more effectively identify positive business cases for bringing work in-house.

## Sourcing and Job Security

Since emerging from bankruptcy our membership has expressed many concerns surrounding job security. Our negotiators took those concerns to the table and discussed at great length the importance of sourcing as it relates to job security. The proposed contract creates opportunities to bring work back to the membership and gives access to information that will provide a better understanding of the decision-making process as it relates to sourcing. Our negotiators recognized the importance of the Salary Bargaining Unit being involved early in the process. More involvement and engagement from the local parties in the process will help identify opportunities for growth, making the company more competitive by seeking in-house alternatives.

## Our Technology Training Center

The opportunities at the Technical Training Center (TTC) have never been greater with the approval of substantial renovation and new resources.

The newly revamped TTC will give members unprecedented opportunities for improving skills that are challenged by changes in the core skilled trades structure.

All labs and classrooms have been

updated to address the rapidly changing technology field with advanced equipment and newly developed courses that can effectively react to all challenges.

All UAW skilled trades and production members will have a state-of-the-art technical training center where the development and execution of an advanced integrated training plan is not just essential – it's survival.

New procedures will address the placement of indefinitely laid-off employees in and out of the labor market area. A labor market area is comprised of all plants within a 50-mile radius of a given plant or as defined by the National Job Security, Operational Effectiveness and Sourcing Committee.

## UAW negotiates gains by extending Chrysler vehicle discounts to members at supplier plants

Under the proposed agreement, UAW Chrysler workers have additional means of positive exposure for Chrysler products. An extension of the Employee New Vehicle Purchase/Lease program will now include UAW part suppliers.

The discount will include new, used and leased products.

This buying power will help support good-paying union jobs and provide job security for UAW Chrysler members.

## Local Technical Training Committee

During these negotiations, a great deal of discussion focused on the current status of the Local Technical Training Committees (LTTC).

The UAW and the company agreed to modify the expanded roles and responsibilities of the LTTC as required, to meet the current and future operating conditions and facility needs such as tracking production and skilled trades training in the Technical Education Development System.

The union and the company will meet within 90 days after the ratification of the agreement to review current LTTC duties.

---

# Other Improvements

## Separate units come under master

The UAW was successful in securing the right to have all UAW Chrysler workers fall under the UAW Chrysler National Agreement.

Therefore upon ratification, members of Global Engine Manufacturing Alliance (GEMA) plant in Dundee, Mich., along with the Toledo Assembly Plant members will be covered by the UAW Chrysler National Agreement.

UAW Local 12 members at the Toledo plant voted on June 20, 2011 to be covered under the master agreement. UAW Local 723 members at the GEMA plant voted on Sept. 30, 2011.

## GEMA

In addition, the company commits to allow GEMA members to vote to control the rotation of production shifts.

The vote will dictate the frequency of rotation or if there will be a rotation at all.

## Dundee, Mich., Engine plant

During this round of bargaining, our negotiators heard concerns about issues related to shift rotation at the Dundee Engine plant. Those concerns led to intense discussions at the bargaining table and reached a consensus that within 90 days of ratification of the 2011 master UAW Chrysler agreement, discussions will begin regarding the 3/2/120 competitive work practices and operational patterns as follows:

- Shift rotation and rotation frequency will be determined by the local parties on an annual basis.
- 3/2/120 will remain the operating pattern, however UAW members at GEMA will now determine their work schedule by voting on:
  - Whether they will rotate shifts and if they decide to rotate.
  - The frequency of the rotation.

## National Attendance Council

During this round of negotiations the union and the company spent considerable time discussing employee discharge cases under the Attendance Procedure and the circumstances that led to those discharges. The parties agreed that within 90 days of ratification, the National Attendance Council will meet to review all Appeal Board discharge cases including M-8.

## Short work week clarification

During these negotiations the union raised concerns that short shifting was being used to circumvent both Short Work Week benefits and premium time on Saturday. Our negotiators were successful in gaining an agreement with the company that Short Shifting should not be used solely to circumvent Short Work benefits or premium time and any abuses can be brought to the UAW Chrysler Department and Chrysler's Labor Relations for expeditious resolution.

## EAP representative membership

After ratification, the Joint Activities Board will discuss and select an External Professional Association membership for Employee Assistance Program (EAP) representatives. The association will support program initiatives, education and training.

---

# Health and Safety

Training, research and leadership were focal points when it came to health and safety discussions. Among the many complex topics discussed were ergonomics, industrial hygiene, new technology, contractor safety, emergency response teams, joint health and safety research, and training.

Significant improvements were gained in current programs, along with language in new areas to keep our members safe and healthy on the job. The tentative agreement also reflects resistance against any attempt to circumvent the joint process, and a commitment to continued partnership in sharing best safety practices throughout the industry will continue.

## Funding for health and safety training and research

Updated language supports the continuation of joint health and safety training activities at the local and national levels. The company agreed that in the event the fund is depleted, health and safety training and research will be paid for when approved by the Joint Activities board, through national training funds.

## Joint health and safety leadership

The UAW and Chrysler agree to work together and with other recognized leaders, such as the National Safety Council, in workplace health and safety to explore innovative methods of sharing best safety practices and training wherever possible.

Other health and safety gains include:

- Voluntary CPR training for employees.
- Increased UAW involvement in air monitoring and industrial hygiene activities, including improvements in maintaining and checking ventilation systems that protect workers.
- Alternate UAW health and

safety representatives for Mopar locations.

- Certification training and annual refresher training for UAW health and safety representatives.
- Significant improvements in ergonomics, utilizing improved ergonomic tools used in analyzing and evaluating jobs, in addition, increased emphasis on fixing jobs in need of ergonomic corrections.
- Improved “working alone” protections.

## Employment rights for active duty military

Currently our contract is consistent with the following legislation to protect us in the event the laws are changed: Americans with Disabilities Act of 1990 as amended, Vocational Rehabilitation Assistance Act of 1973 and the Vietnam Era Veteran's Readjustment Act of 1972 and 1974. The proposed contract will be changed to include protection offered under the Uniformed Services Employment and Reemployment Rights Act of 1994.

Our negotiators and the company discussed the issue of employment opportunities. The Employment and Reemployment Rights Act of 1994 was added to protect the civilian employment of non-fulltime military service members in the United States called to active duty. This language has also been modified to include the Uniformed Services, which covers all seven U.S. service branches; Army, Marine Corps, Navy, Air Force, Coast Guard, Public Health Service Commissioned Corps and NOAA Commissioned Corps.

## Mental health care and substance use disorder treatment

New rules that expand the Mental Health Parity and Addiction Equity Act will go into effect Jan. 1, 2012. This legislation enhances members' negotiated benefits and broadens coverage to our members in need of mental health care and substance use disorder treatment. This comprehensive program removes the danger of restrictions on appropriate care. All limitations in mental health or substance use disorder less than the Hospital, Surgical or Medical Benefit are now equal.

With this new program, inpatient mental health/substance use disorder care is expanded from 45 days to 365 days and renewable after 60 days of nontreatment. Outpatient mental health and substance use disorder visits with a panel provider are covered at 100 percent for visits 1 through 20, 75 percent for visits 21 through 35 and a maximum \$25 co-pay for visits 36 and over.

## \$300 Attendance Bonus

The union and the company discussed how important attendance is to our plants in achieving their safety, quality and production targets. It is essential for everyone to be present and to contribute at work in order to ensure our future viability and job security. The parties agree that employees who have demonstrated their ability to come to work and be on time should be rewarded with a Attendance Bonus. This bonus will be \$300 and will be paid within 30 days following notice that the contract has been ratified to those employees who have perfect attendance.

### UAW Chrysler Report

This is a summary of the tentative agreement. In all cases, the actual contract language will apply.

### No Social Security age creep patch

Current and future retirees who were born during or after 1950 will no longer receive the age creep patch after age 62 years and one month because of the underfunded status of the pension fund.

### Payroll direct deposit

All payments to employees will be made by direct deposit to a financial institution the employee chooses. If direct deposits are restricted by state regulations, payments will be mailed to the employee's address of record. Pay stubs will be available electronically for viewing and printing.

### Duration and ratification

These proposed changes in the proposed agreement will not take effect until the tentative agreement is ratified by a majority of our respective membership, and only then on the appropriate dates specified.

The new agreement, if ratified, will run for four years and will expire at midnight Sept. 14, 2015.

## Voluntary Identity Theft Coverage

Our negotiators gained new language on employee-paid voluntary identity theft coverage. This is a self-paid optional insurance program funded by employee contributions.

### Legal Services plan

All current plan benefits will remain in force until Dec. 31, 2013. At that time, any pending legal matters will be processed to their conclusion.

# 63 Holidays Over Four Years

A total of sixty-three holidays will be provided to UAW Chrysler workers over the four-year term of the proposed agreement. The tentative agreement retains the two national Election Days negotiated in previous agreements. Veterans Day has been maintained. The tentative agreement also maintains the Monday commemorating the birthday of the Rev. Dr. Martin Luther King Jr. and paid Christmas through New Year's Day shutdowns.

The schedule of paid holidays negotiated for the term of the proposed agreement is:

## 2011-2012

Nov. 14, 2011	Veterans Day (Observed)
Nov. 24, 2011	Thanksgiving
Nov. 25, 2011	Day after Thanksgiving
Dec. 26, 2011	} <b>Christmas Holiday Period</b>
Dec. 27, 2011	
Dec. 28, 2011	
Dec. 29, 2011	
Dec. 30, 2011	
Jan. 2, 2012	(Observed)
Jan. 16, 2012	Martin Luther King Jr. Day
April 6, 2012	Good Friday
May 28, 2012	Memorial Day
July 4, 2012	Independence Day
Sept. 3, 2012	Labor Day

## 2012-2013

Nov. 6, 2012	Federal Election Day
Nov. 16, 2012	Veterans Day (Observed)
Nov. 22, 2012	Thanksgiving
Nov. 23, 2012	Day after Thanksgiving
Dec. 24, 2012	} <b>Christmas Holiday Period</b>
Dec. 25, 2012	
Dec. 26, 2012	
Dec. 27, 2012	
Dec. 28, 2012	
Dec. 31, 2012	
Jan. 1, 2013	
Jan. 21, 2013	Martin Luther King Jr. Day
Mar. 29, 2013	Good Friday
May 27, 2013	Memorial Day
July 4, 2013	Independence Day
Sept. 2, 2013	Labor Day

## 2013-2014

Nov. 15, 2013	Veterans Day (Observed)
Nov. 28, 2013	Thanksgiving
Nov. 29, 2013	Day after Thanksgiving
Dec. 23, 2013	} <b>Christmas Holiday Period</b>
Dec. 24, 2013	
Dec. 25, 2013	
Dec. 26, 2013	
Dec. 27, 2013	
Dec. 30, 2013	
Dec. 31, 2013	
Jan. 1, 2014	
Jan. 20, 2014	Martin Luther King Jr. Day
April 18, 2014	Good Friday
May 26, 2014	Memorial Day
July 4, 2014	Independence Day
Sept. 1, 2014	Labor Day

## 2014-2015

Nov. 4, 2014	Federal Election Day
Nov. 14, 2014	Veterans Day (Observed)
Nov. 27, 2014	Thanksgiving
Nov. 28, 2014	Day after Thanksgiving
Dec. 24, 2014	} <b>Christmas Holiday Period</b>
Dec. 25, 2014	
Dec. 26, 2014	
Dec. 29, 2014	
Dec. 30, 2014	
Dec. 31, 2014	
Jan. 1, 2015	
Jan. 2, 2015	
Jan. 19, 2015	Martin Luther King Jr. Day
April 3, 2015	Good Friday
May 25, 2015	Memorial Day
July 3, 2015	Independence Day
Sept. 7, 2015	Labor Day

---

# Notes

# UAW 2011 National Negotiating Committee at Chrysler



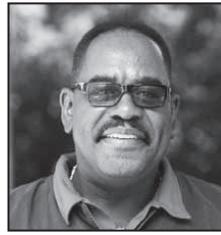
**Browning**



**Fields-Jacobs**



**King**



**Holiefield**



**Williams**



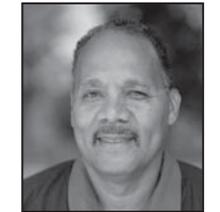
**Bressler**



**Ewing**



**Nicholson**



**Mickens**



**King**



**Hardy**



**Suemnick**



**Mitchell**



**Penn**



**Peralta**



**Motley**



**Reid**



**Elder**



**Boruff**



**Fain**



**Holiefield**



**White**



**Frantzen**



**Morrast**



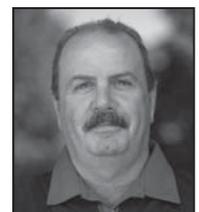
**Ridgway**



**Brenner**



**Hughes**



**Hagler**

This is the UAW Chrysler National Negotiating Committee whose determined efforts, along with those of the UAW Chrysler Department and other UAW professional and technical staff, produced a new tentative agreement for UAW members at Chrysler: **Bob King**, president, International Union, UAW; **General Holiefield**, vice president and director, UAW Chrysler Department; **Dennis Williams**, UAW secretary-treasurer; **Wendy Fields-Jacobs**, executive administrative assistant to King; **Chuck Browning**, administrative assistant to King; **Tim Bressler**, top administrative assistant to Holiefield; **Keith Mickens, Virdell King and James Hardy**, assistant directors, UAW Chrysler Department; **Cindy Suemnick**, administrative assistant to King and directs the UAW Health and Safety Department; **Troy Davis, Todd Penn, Roy Hamilton, Patrick Peralta, Darrell Motley, Gary Reid, LaChandra White and Marlene Holiefield**, coordinators, UAW Chrysler Department; **Linda Ewing**, director of the UAW Research Department. **NEGOTIATORS: Rich Boruff**, chair, UAW Chrysler National Negotiating Committee, president of Local 685, represents Subcouncil 3 (engine/axle); **Shawn Fain**, vice chair, UAW Chrysler National Negotiating Committee, plant shop chair of Local 1166, represents Subcouncil 4 (skilled trades); **Parrish Elder**, recording secretary, UAW Chrysler National Negotiating Committee, committeeperson of Local 869, represents Subcouncil 2 (stamping); **Kenneth Morrast**, plant shop chair, Local 7, represents Subcouncil 1 (assembly); **Matt Frantzen**, committeeperson, Local 1268, represents Subcouncil 1 (assembly, out of state); **Rodney Ridgway**, committeeperson, Local 1435, represents Subcouncil 5 (miscellaneous); **Freddie Hughes**, plant shop chair, Local 2360, represents Subcouncil 6 (parts); **Tom Brenner**, president, Local 889, represents Subcouncil 7 (office and clerical); **Jeff Hagler**, president, Local 412, represents Subcouncil 8 (engineering). **PRESIDENT'S STAFF: Susanne Mitchell**, director, UAW Social Security Department; **Michael Nicholson**, general counsel, UAW Legal Department; **Eric Perkins**, director, UAW Strategic Research Department; **John Rupp**, assistant director, UAW Health and Safety Department (*not pictured*); **Randy Brackett**, International representative, UAW Research Department (*not pictured*).



**Perkins**



**Davis**



**Hamilton**