

# UNIFOR • FIAT CHRYSLER

## BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT BETWEEN UNIFOR AND FIAT CHRYSLER



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### YOUR UNIFOR FIAT CHRYSLER 2016 BARGAINING COMMITTEES



#### MESSAGE FROM THE NATIONAL PRESIDENT JERRY DIAS

## PATTERN BARGAINING DELIVERS RESULTS

**B**argaining a pattern settlement with General Motors that secured product and jobs was a challenging experience. Ensuring the pattern was followed by Fiat Chrysler was no easy feat, and it was down to the wire, but we did it. This tentative agreement, put forward for your adoption, is a testament to the hard work of your bargaining committees and the resolve of the members.

Securing investment was a key priority and it played a crucial role in these talks. With the Windsor Assembly Plant stable, having received a \$2.6 billion investment in 2015, questions still surrounded the future of the Brampton Assembly Plant and the Etobicoke Casting Plant.

Heading into talks, FCA hinted at the potential restructuring of assembly plants and the relocation of product, understandably this fuelled anxiety as we entered negotiations. The company also expressed serious concerns about the economic pattern, raising flags about the wage schedule and enhancing the grow-in, among other objections.

I am proud to say that we delivered on the priorities that were set by the Auto Council this past spring. At Brampton Assembly, we secured a critical investment of \$325 million to re-build the paint shop which solidifies a long-term commitment. Work for the Brampton investment will begin in the summer of 2017. This tentative agreement also provides a commitment and a clear path to secure future product at Brampton. Etobicoke Casting will receive \$6.4 million to upgrade the plant's equipment and for the Windsor Assembly Plant, the company re-confirmed its plans to launch a plug-in hybrid electric vehicle, a first for FCA Canada. With this

Agreement, the future at all three FCA facilities is brighter.

Our union fought hard to win the enhanced grow-in and all other economic gains in the pattern negotiated at GM. By harmonizing wages and benefits at competing automakers, pattern bargaining helps us fight off demands to undercut work standards that pit autoworkers against one another.

Under this tentative agreement, traditional members receive two general wage increases, the first time in nine years. In addition to new earnings, there is a strong ratification bonus, annual lump sum payments and benefit improvements. Newer members also receive substantial gains and the same bonus and lump sums. The enhanced wage progression provides higher pay increases in each year.

Securing new investments signals that the auto industry in Canada is here for the long term. When our union secures good-paying jobs our communities benefit too, this is exactly why investing in Canada matters.

I join with your Unifor FCA Bargaining Committee in recommending this tentative agreement for your ratification.

In solidarity,

**Jerry Dias**

*National President*



### HIGHLIGHTS

- ★ \$331M in investments
- ★ Ratification bonus

- ★ Base wage increases
- ★ Lump sums

- ★ Enhanced grow-in wages
- ★ Benefit improvements

## HOW BARGAINING ADVANCES SOCIAL UNIONISM

**A**s our union entered 2016 negotiations, we set priorities to guide our bargaining. Our key priority was to secure investment and product commitments.

In addition, we were determined to bargain economic gains for all of our members. We met these objectives when we set the pattern with GM and now with FCA we have done so again.

Our union has worked hard to radically alter the political landscape in this country. Governments and the FCA understand that the Canadian auto sector and our members are absolutely worth investing in. Our productivity, efficiency and high skilled workforce continues to justify the enhancement of the Canadian auto manufacturing footprint.

Like the GM settlement, this Agreement will improve the lives of our members and their families and help to strengthen our communities. The continued presence of FCA in communities like Windsor, Brampton and Etobicoke was critical to our bargaining.

I am proud of the fact that, as part of this Agreement, we successfully negotiated improvements to the wage progression that was first negotiated in 2012. This new scale will provide significantly enhanced earnings for our newer members.

I commend and thank the members of the Master and Local Bargaining Committees for their dedication and determination in representing the best interest of our members. With this tentative agreement, we have collectively made important progress for all our Unifor members and our union.

With great pride, I join with the Local and Master Bargaining Committees to recommend acceptance of this Agreement.

In solidarity,

**Bob Orr**

*National Secretary-Treasurer*



### MESSAGE FROM THE CHAIR DINO CHIDO

## NEW INVESTMENT SECURES THE FUTURE

**A**ll sets of bargaining are challenging, to say the least, and this round with FCA was no different. From the beginning, FCA made some very public comments that they could not afford the pattern set by the Unifor GM Master Bargaining Committee. FCA expressed daily that long term business decisions were based upon the 10-year new hire wage grid negotiated in 2012 where Ford set the pattern.

After much work and many long hours, the Master Bargaining Committee was able to achieve the pattern Agreement. Our team worked extremely hard to ensure that our main priorities were met.

With this new Agreement, improvements were made in many areas, wages will increase, lump sums will be paid yearly, and we enhanced the overall well-being of our membership for the long-term. We were also able to achieve the number one priority of investment in our Etobicoke and Brampton facilities, as well as a letter of commitment to continue the PHEV program in Windsor.

I want to extend my sincere thanks to all members for their outpouring of support during this process.

Your unwavering support gave the Committees great confidence to be able to challenge the company every day to push back and win the pattern agreement. I would also like to thank the members of the Master and Local Bargaining Committees and the dozens of Unifor National Representatives that sacrificed time away from their families to work tirelessly to attain this Agreement.

In solidarity,

**Dino Chiodo**

*FCA Master Bargaining Committee Chair,  
President, Local 444, Windsor*



## HOURLY EARNINGS

Base rates will increase by 2% upon ratification of the Agreement and again by 2% in September 2019. The current accumulated cost of living allowance (COLA) of 59¢ remains unchanged. The quarterly COLA will be suspended until June 1 2020, at which time the adjustment will be reactivated. At 2% annual inflation, COLA is estimated to generate 18¢ in the final quarter of the agreement.

### WAGE GAINS: PRODUCTION AND SKILLED TRADES

Hourly Earnings	Team Member	Electrician
Current Earnings (Includes \$0.59 COLA)	\$34.62	\$40.84
Ratification Increase	\$0.68	\$0.81
New Earnings	\$35.30	\$41.65
September 23, 2019 Increase	\$0.69	\$0.82
New Earnings	\$35.99	\$42.47
Estimated June 2020 COLA	\$0.18	\$0.18
New Earnings	\$36.17	\$42.65

Note: Job classifications shown above are for illustration purposes.

**Team Leader rate:** will increase to provide a \$1.00 per hour premium above the Team Member rate.

## RATIFICATION BONUS

### \$6,000

Unifor has negotiated a ratification bonus. As of the Monday following notice of ratification, full-time, active employees and members on the inactive roll who performed work for the company between January 4, 2016 and the Monday following notice of ratification will receive a one-time \$6,000 bonus. (TPTs will receive a one time \$250 bonus).

## LUMP SUM PAYMENTS

A lump sum bonus of \$2,000 will be paid to each full-time, active employee prior to the December shutdown:

December 2017:	\$2,000
December 2018:	\$2,000
December 2019:	\$2,000

**Total** **\$6,000**

## ECONOMIC SUMMARY

### Economic Gains for Traditional Members

Production Member example below.

Increase	Year 1	Year 2	Year 3	Year 4	Total
Ratification Bonus	\$6,000				<b>\$6,000</b>
Lump Sums		\$2,000	\$2,000	\$2,000	<b>\$6,000</b>
Total Lump Sums	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$12,000</b>
General Wage Increase (GWI)	2%			2%	
Annual Value of GWI's*	\$1,414	\$1,414	\$1,414	\$2,850	<b>\$7,093</b>
<b>Total Value</b>	<b>\$7,414</b>	<b>\$3,414</b>	<b>\$3,414</b>	<b>\$4,850</b>	<b>\$19,093</b>

\* Illustrative production member based on 2,080 hours.



## EFAP

### Employee Family Assistance Program

Funding for short-term family counselling as a result of addiction has increased from \$500,000 to \$700,000 over the life of the Agreement. In addition, there will be a Mental Health Treatment Pilot Project that includes coverage for direct treatment related program costs.

## TERM

A four-year term, expiring at 11:59 p.m. on Monday, September 21, 2020.

## RECOMMENDATION

Your Master Bargaining Committee and all Local Bargaining Committees unanimously recommend this tentative agreement. We urge you to vote in favour.

# GROW-IN PROGRAM

**A critical priority in our negotiations was to improve the 10-year wage progression for current members and future hires.**

## A BRIEF HISTORY

The Grow-In Program, including the 10-year wage progression, was first negotiated in 2012. At the time, the union faced a strong demand from Ford, GM and Fiat Chrysler to accept a permanent two-tier wage system, similar to what existed in the United States. This two-tier proposal meant that newly-hired workers would never reach the same rate of pay as traditional members. Our union rejected this permanent two-tier approach, and instead negotiated an alternative system that not only kept newly-hired members on a path to full wages, but that helped secure investment and create thousands of new jobs.

CANADIAN AUTO INVESTMENTS UTILIZING THE GROW-IN PROGRAM - SINCE 2012	
<b>Ford (2013)</b>	\$716 million invested in Oakville to retool the assembly plant and in-source major portions of new work, hiring 2,000 new workers.
<b>FCA (2015)</b>	\$2.6 billion invested to completely retool the Windsor Assembly Plant, hiring more than 1,300 new workers. FCA has also hired 250 new workers at its Brampton and Etobicoke facilities.
<b>GM (2015)</b>	\$560 million invested in the next-generation Equinox to be produced in Ingersoll, resulting in more than 700 new hires.
<b>GM (2016)</b>	\$554 million investment announced for Oshawa, St. Catharines and Woodstock facilities.

## NEGOTIATING IMPROVEMENTS

The Unifor Master Bargaining Committee pursued with all three companies the idea of shortening the current 10-year wage progression understanding that Unifor members wanted to see improvements. In the eyes of U.S.-based CEOs, the 10-year progression was crucial for attracting new investment and new product in Canada (our number one priority in 2016 contract negotiations). On this point, the companies were unanimous and aggressive in rejecting any change to the progression length. It's important to note that shortening the length of the progression is not the only way to make improvements. Therefore, to ensure the Committee met its investment objectives, attention turned to winning improvements to the progression so that members would receive higher and more consistent wage increases.

## ENHANCING THE WAGE PROGRESSION

This tentative agreement with FCA delivers significant improvements to the wage progression by making several important changes:

- Members will now receive a wage increase in every year of the progression, averaging 5% per year (i.e. there are no more "flat periods"); and
- The wage increases members receive at each step of the progression will be substantially higher than under the previous schedule.

GROW-IN WAGE PROGRESSION Production Member Example					
Seniority	Current Progression		New Progression		Immediate Wage Increase (at ratification)
	Hourly Rate	%	Hourly Rate	%	
Start	\$20.42	60%	\$20.84	61.25%	+\$0.42
1	\$20.42	60%	\$21.78	64%	+\$1.36
2	\$20.42	60%	\$22.72	66.75%	+\$2.30
3	\$22.12	65%	\$24.50	72%	+\$2.38
4	\$23.82	70%	\$25.86	76%	+\$2.04
5	\$23.82	70%	\$27.22	80%	+\$3.40
6	\$25.52	75%	\$28.59	84%	+\$3.07
7	\$27.22	80%	\$29.95	88%	+\$2.73
8	\$28.93	85%	\$31.31	92%	+\$2.38
9	\$30.63	90%	\$32.67	96%	+\$2.04
10	\$34.03	100%	\$34.03	100%	-
*Notes: <ul style="list-style-type: none"> <li>Hourly rates are based on a percentage of the starting base rate of \$34.03.</li> <li>After the progression is completed, upon attaining 11 years of seniority, hourly rates will immediately catch up to the maximum base rate of pay that is in effect at the time. The maximum base rate includes any general wage increases negotiated by the union that are applied only to members who are not in the wage progression.</li> </ul>					



# GROW-IN PROGRAM CONTINUED

## HOW THE ENHANCED WAGE PROGRESSION BENEFITS MEMBERS

### Higher Wages

Upon ratification all active members in-progression will receive an immediate wage increase, as well as subsequent increases in each year. Hourly wages for members currently in the wage progression will rise between 20% and 26%, over the next four years.

### Significant New Wage Income

As a result of the enhancements active in-progression members will receive thousands of dollars in additional wage income over the life of this four-year agreement (see table below). These new money totals are over and above what an active in-progression member would have received under the previous wage schedule.

ECONOMIC GAINS FOR IN-PROGRESSION MEMBERS						
If on the date of ratification your seniority is...	Enhanced Progression The new wage income* you'll receive over 4 years will be...	Plus Ratification Bonus	Plus Lump Sum Payments			GRAND TOTAL NEW MONEY OVER 4 YEARS
			Year 2	Year 3	Year 4	
	0-1 Year   —————> \$13,437	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$25,437</b>
	1-2 Years   —————> \$16,806	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$28,806</b>
	2-3 Years   —————> \$21,050	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$33,050</b>
	3-4 Years   —————> \$22,651	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$34,651</b>
	4-5 Years   —————> \$23,379	\$6,000	\$2,000	\$2,000	\$2,000	<b>\$35,379</b>

\* Estimates based on 2,080 straight time hours.

### EXAMPLE: "New Money" in the enhanced wage progression...

Jennifer is a Unifor member that was hired under the 10-Year Grow-In.

On the date of ratification, Jennifer had just completed her 2nd full year of seniority with the company, and earns an hourly wage of \$20.42.

Under the enhanced wage progression negotiated at FCA, Jennifer will receive an immediate wage increase of \$2.30.

The wages Jennifer will earn on each step of the enhanced wage progression over the next four years (\$22.72, \$24.50, \$25.86 and \$27.22) are higher than the wages she would have received under the previous wage schedule (\$20.42, \$22.12, \$23.82 and \$23.82, respectively).

Over the next four years, Jennifer will receive \$21,050 in new income as a result of the enhancements made to the wage progression (that's over and above what she would have received under the previous wage progression).

Jennifer will also receive a \$6,000 ratification bonus in Year 1 of the new contract, as well as three \$2,000 lump sum bonuses in Years 2 through 4 of the contract. Overall, Jennifer will receive \$33,050 in new money over the life of the collective agreement.



# PRODUCTION AND INVESTMENT

Securing investment and the future of the industry was our top priority heading into negotiations. Achieving the pattern at Fiat Chrysler means this tentative agreement includes significant new investments in our operations.

The long-term nature of the automotive product cycle, and related planning, means that operations face investment needs at different times, and that critical decisions are made years in advance. The Windsor Assembly completed a \$2.6 billion investment last year, the single largest investment on record in the Canadian auto industry, ensuring a secure future including the continued production of a plug-in electric hybrid vehicle, a first for FCA in Canada.

At Brampton Assembly, the ongoing success of existing vehicles point to secure production for the duration of this Agreement. The time is now approaching for decisions on major re-investment for the next generation and additional products. Most urgently, Brampton required major investment in the paint-shop, a critical operation in which new investment clearly indicates a long-term commitment. At Etobicoke Casting, significant decline in demand for some vehicles has resulted in reduced cross-member production, adding urgency to the need to upgrade die-casting equipment in order to secure future product.

On our top priority of investment we have succeeded in securing a stronger future for all our operations. With this tentative agreement the Company commits to the following:

"FCA agrees to make the following investment and product commitments over the period of this Agreement. This clearly demonstrates the Company's ongoing commitment to the Canadian Automobile Industry and our Unifor represented workforce:

## PRODUCT ALLOCATION & WORK RETENTION

### Brampton Assembly Plant (BAP)

Investment of C\$325M which includes rebuilding the existing paint shop to ensure its sustainability, improved efficiency and improved environmental performance. This work is scheduled to

begin during the summer shutdown period in 2017.

Notwithstanding the significant investment and potential associated plant downtime required, the Company commits to a next generation product, or alternative product, which could include an existing platform or entirely new vehicle architecture subject to:

- FCA and Unifor jointly pursuing ongoing discussions with the Canadian Federal and Provincial Governments, and obtaining adequate financial assistance from these jurisdictions to support funding the significant structural investments.
- Market demand, consumer preferences, Company business plan requirements, favourable economic conditions, ongoing commitment to WCM, and Group Executive Council (GEC) approval.

In the event a positive business case is confirmed, it is possible an alternative product, which could include an existing platform or entirely new vehicle architecture, could occur during the term of this Collective Agreement.

### Etobicoke Casting Plant (ECP)

Investment of C \$6.4M to upgrade dies and/or equipment in the pursuit of new work or work currently sourced on the outside.

The Company advised Unifor that cross-member production will cease during the term of the 2016 Agreement.

Unifor agrees to allow flexibility for any displaced Etobicoke workforce to have transfer rights to other FCA facilities.

### Windsor Assembly Plant (WAP)

Given the Company's recent significant financial investment of C\$2.6B in the WAP, the Company commits to continue production of the current products (RT Minivan and Pacifica) and, in addition, will launch a PHEV (plug-in hybrid electric vehicle)."

The Company additionally confirmed that achieving WCM Gold status best positions WAP for future investments.



# INSURANCE

## NEW OPEN ENROLLMENTS

There are now four opportunities during the life of the Agreement for members and dependants to enroll in or to increase coverage by one step without evidence of insurability.

## INSURANCE BENEFITS

Upon ratification, all life and disability program benefits, including Survivor Income Benefits, are increased for active employees as at the new hourly base rates.

The following illustrates the improvements after the application of the general wage increases, over the term of the Agreement:

INSURANCE EXAMPLE For illustration purposes only.			
	Current	Sept. 2016	Sept. 2019
<b>Team Member</b>	<b>\$34.03</b>	<b>\$34.71</b>	<b>\$35.40</b>
Sickness and Accident	\$840	\$855	\$870
Extended Disability Benefits (EDB) <10 years	\$2,955	\$3,015	\$3,075
EDB > 10 years	\$3,250	\$3,315	\$3,380
ADD	\$39,000	\$39,750	\$40,500
Group Life	\$78,000	\$79,500	\$81,000
	Current	Sept. 2016	Sept. 2019
<b>Electrician</b>	<b>\$40.25</b>	<b>\$41.06</b>	<b>\$41.88</b>
Sickness and Accident	\$990	\$1,005	\$1,025
EDB < 10 years	\$3,500	\$3,560	\$3,620
EDB > 10 years	\$3,850	\$3,915	\$3,985
ADD	\$46,250	\$47,000	\$47,750
Group Life	\$92,500	\$94,000	\$95,500

Effective January 1, 2017, Group Life Insurance benefit reductions will begin at retirement instead of age 65.

## CARRIER ADMINISTRATIVE POLICY CHANGES

The Union must agree before the insurance carrier's administrative policy changes can be implemented.

# HEALTH BENEFITS

**NEW!**

## PHYSIOTHERAPY

There is new coverage for members and their dependents in the amount of \$50.00 per visit up to a maximum of \$200 per benefit year.

**IMPROVED**

## COUNSELLING COVERAGE

This benefit was expanded to include all licensed Psychologists and Psychotherapists reimbursed up to \$50 per visit to an annual maximum of \$625 per benefit year per participant.

**NEW!**

## MEDICAL DOCUMENTATION

Medical notes from a Nurse Practitioner will now be accepted for up to the first four weeks of sickness and accident claims.

## HEALTH CARE CONTRIBUTION

There is no change to the monthly health care contribution amount.

## PRESCRIPTION DRUGS

There is no change to the co-pay and out of pocket maximum. The co-pay remains at 10% to a maximum of \$310.

## VISION CARE PLAN

There is no change to the Vision Care Plan reimbursement levels.

# DENTAL BENEFITS

**IMPROVED**

## DENTAL IMPLANTS

Dental implant coverage has been improved from reimbursement based on the cost of dental bridgework to reimbursement based on Standard Implant Expenses including the structure, installation and crown.

## DENTAL FEE SCHEDULE

The Ontario Dental Association (ODA) Fee Schedule will be updated from 2014 to 2016 effective January 1, 2017. The one year lag will continue over the term of the Agreement. For example: in 2019, the 2018 ODA will be in effect.

**NEW!**

## TOP UP

For qualifying members on a Family Medical/Compassionate Care leave of absence there is a new Employment Insurance top up that continues up to 26 weeks of Employment Insurance.

For qualifying members who are on a Critically Ill Child Care leave there is up to 37 weeks of Employment Insurance top up.



# PENSIONS

The terms of the current pension plans remain unchanged, this includes the terms of the Hybrid Pension Plan. The lifetime pension and the 30-and-out Special Allowance and supplement will continue in their current amounts.

## DEFINED BENEFIT PLAN AND SUPPLEMENT

Current Actives Benefit Class	Basic Lifetime (per month per year of service)	Special Allowance (per month to age 65)
A, B, C	\$68.00, \$68.25, \$68.50	\$3,515
D	\$81.00	\$3,895

### Defined Contribution Pension Plan

Members hired on or after September 19, 2016 will join a new Defined Contribution (DC) pension plan.

The plan will require a mandatory contribution of 4% of earnings from the member and an additional 4% from the Company.

If members elect to contribute an additional 1%, the Company shall provide an extra 2%.

### Pre-1987 Retirees

For pre-1987 retirees, there is a special one-time lump sum payment of \$1,500 per retiree or surviving spouse.



# SKILLED TRADES

**FCA has committed to the continuation of the apprenticeship program by hiring up to 50 apprentices between the Brampton Assembly Plant, the Etobicoke Casting Plant and the Windsor Assembly Plant. The split between the three facilities will be determined based on the requirements of each location.**

### Mentorship Training

The Company will introduce a mentorship training program to foster the transfer of knowledge from the journeypersons to the apprentices in order to develop their skills and maximize their potential.

### Technical Standards and Safety Authority (TSSA)

All three FCA facilities will be certified and Skilled Trades will be licenced to perform the legislated TSSA associated work.

### Canadian Welding Bureau (CWB)

All Three FCA facilities will be certified to CWB division 3 status under CSA standards W47.1.





# HEALTH, SAFETY AND THE ENVIRONMENT

The Master Health and Safety Committee negotiated a number of changes that will help create safer and healthier work environments at all FCA facilities. These changes will help the union and employer stay current with important evolving workplace issues:

## Ergonomics

The Company will supply the Windsor and Toronto regions with updated ergonomic analysis equipment and training to supplement the current equipment already in place.

## Working Alone Procedures Enhanced

New language will require the company to provide written procedures for situations where someone is concerned about their safety when working alone. If written procedures are not currently available, joint leadership will determine the appropriate safety measures to implement until procedures have been completed.

## Industrial Hygiene

The parties recognized the role of the workplace representatives and the need to further their skills in hazard recognition. The IH program will deliver enhanced training and equipment to local representatives to participate in the monitoring and interpretation of routine and intermittent situations and the implementation of the corporate industrial hygiene program.

## Workplace Environment Representatives

During the 2016 negotiations, the Company and the Union had extensive discussions relating to the advantages of having a Unifor Workplace Environmental Representative and their positive impact in the workplace. The collective agreement now reflects that extended role in waste reduction initiatives, new technology and equipment, product launches, chemical safety and energy programs.

## Safety Concern Resolution

The parties recognized the importance of resolving H&S concerns expeditiously and the critical role of communication, follow up and closure. The enhanced reporting procedures will ensure all tools available will be promoted and utilized to mitigate exposures to workplace hazards.

## Compliance Audits

The parties agreed to develop a process to continue the joint H&S Compliance audit program. The auditors, under the direction of the National Joint H&S Committee will audit each facility at least once every 2 years.

## OHSA Compliance Liability

In the event a Unifor member is prosecuted under the OHS Act, the Company will investigate the appropriateness of providing legal and/or financial assistance.



## PAID HOLIDAY SCHEDULE: October 2016 - September 2020

Monday, October 10, 2016	Thanksgiving
Friday November 11, 2016	Remembrance Day*
December 26-30, 2016	December Holiday Period
Monday, January 2, 2017	December Holiday Period
Friday, April 14, 2017	Good Friday
Monday, April 17, 2017	Monday after Easter
Friday, May 19, 2017	Friday before Victoria Day
Monday, May 22, 2017	Victoria Day
Friday, June 30, 2017	Canada Day
Friday, September 1, 2017	Friday before Labour Day
Monday, September 4, 2017	Labour Day
Monday, October 9, 2017	Thanksgiving
Friday, November 10, 2017	Remembrance Day*
December 25 - 29, 2017	December holiday period
Monday, January 1, 2018	December holiday period
Friday, March 30, 2018	Good Friday
Monday, April 2, 2018	Monday after Easter
Friday, May 18, 2018	Friday before Victoria Day
Monday, May 21, 2018	Victoria Day
Monday, July 2, 2018	Canada Day
Friday, August 31, 2018	Friday before Labour Day
Monday, September 3, 2018	Labour Day
Monday, October 8, 2018	Thanksgiving
Monday, November 12, 2018	Remembrance Day*
Monday, December 24 - 31, 2018	December holiday period

Tuesday, January 1, 2019	December holiday period
Friday, April 19, 2019	Good Friday
Monday, April 22, 2019	Monday after Easter
Friday, May 17, 2019	Friday before Victoria Day
Monday, May 20, 2019	Victoria Day
Monday, July 1, 2019	Canada Day
Friday, August 30, 2019	Friday before Labour Day
Monday, September 2, 2019	Labour Day
Monday, October 14, 2019	Thanksgiving
Monday, November 11, 2019	Remembrance Day*
Monday, December 23 - 31, 2019	December holiday period
Wednesday, January 1, 2020	December holiday period
Friday, April 10, 2020	Good Friday
Monday, April 13, 2020	Easter Monday
Friday, May 15, 2020	Friday before Victoria Day
Monday, May 18, 2020	Victoria Day
Friday, July 3, 2020	Canada Day
Friday, September 4, 2020	Friday before Labour Day
Monday, September 7, 2020	Labour Day

\* Brampton employees will not observe the November 11, 2016, November 10, 2017, November 12, 2018, November 11, 2019 holidays but instead will observe the October 7, 2016, October 6, 2017, October 5, 2018 and October 11, 2019 holiday.

\* Etobicoke employees will not observe the November 11, 2016, November 10, 2017, November 12, 2018, November 11, 2019 holidays but instead will observe the August 7, 2016, August 6, 2017, August 5, 2018 and August 11, 2019 holiday.





# OTHER PROVISIONS

## World Class Manufacturing (WCM)

During the 2016 negotiations, the Union and the Company had lengthy discussions regarding the WCM program.

It was expressed by the company that the expansion of WCM knowledge to their employees is the most effective way for the Canadian FCA facilities to move forward in WCM and therefore secure their future with new product.

Unifor was able to obtain a commitment from the company to initiate a state of the art WCM Academy pilot program to be placed on the Brampton Assembly Plant, the Etobicoke Casting Plant and the Windsor Assembly Plant properties, which would provide training for all FCA employees in the facilities.

## Special Contingency Fund

The Special Contingency Fund has been renewed at existing levels for all current programs, including: Legal Services Plan; Dependent Scholarships; Paid Education Leave (PEL); Social Justice Fund; Skilled Trades Fund; and the Retiree Fund.



## Workplace Training Program

These negotiations helped to reinforce the workplace training program in the following ways:

- The Company funding for the Workplace Training Program is renewed at existing funding levels.
- The Workplace Training Program will continue to provide up to 32 hours of union-developed training per member during the term of the agreement.
- Curriculum will continue to be developed to reflect current issues.

## Commitment Book Levels

To better facilitate booked time off, the Windsor Assembly Plant and the Brampton Assembly Plant will expand the cap on the number of TPTs from 150 to 225 on Tuesdays, Wednesday and Thursdays.



## CHILD CARE

The \$6.00 per day is extended to dependent children (ages 3 to 10 years) for those not qualifying for subsidized daycare.

# EMPLOYMENT EQUITY

To enhance the equity work undertaken by Unifor and recognizing the mental health needs of members, the union made these gains:

### Extension of the Women's Advocate role

Part of the role of the Women's Advocate in Windsor Assembly, Brampton Assembly and Etobicoke Casting is to assist all members with issues that concern their personal well-being. This role has been extended to now include depression, anxiety and suicidal thoughts.



### Mental health training module

This training will be delivered to all employees to increase our awareness of the signs, symptoms and assistance available to those struggling with mental health issues. A component will include how co-workers can be effective allies.





# YOUR UNIFOR FIAT CHRYSLER MASTER BARGAINING COMMITTEE



**JERRY DIAS**  
National President



**BOB ORR**  
National Secretary-Treasurer



**DINO CHIODO**  
FCA Master Bargaining Committee Chair, President, Local 444, Windsor



**SHANE WARK**  
Assistant to the President



**PETER KENNEDY**  
Senior Advisor



**SCOTT DOHERTY**  
Executive Assistant to the President



**WHITEY MACDONALD**  
Director, Auto Sector



**SARI SAIRANEN**  
Director, Health, Safety and Environment



**BILL MURNIGHAN**  
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