Wednesday, November 26, 2025

Afternoon, everyone-

We recently received some information on the Presence at work award that will be paid out on Friday, December 5th. I have included the charts showing each of the plants. I have highlighted Belvidere Assembly and Chicago Parts. The reason I've highlighted Chicago Parts is that the Belvidere PDC plant code is still linked to Chicago PDC, only the Locals have changed, not the plant numbers.

Presence at work award info (temp layoff)

Anyone on a temp layoff receives 40 hours per week while on temp layoff that counts as compensated time towards the 1850-hour requirement for this award. For the 52-week period, you would have 2080 hours, which qualifies you for the award.

Pictures: Charts/Contract Language

Chart 1

This chart shows the number of employees that met the 1850-hour requirement.

Chart 2

This chart shows that Belvidere Assembly maintained the 5% or below attendance for the qualifying year.

Chart 3

This chart shows that Chicago PDC maintained the 5% or below attendance for the qualifying year.

Contract language

This is the language that covers the presence at work award.
The portion of the contract I've highlighted explains why we don't need to hit the 15%-mark year over year to get the full amount of the bonus/award. We have maintained 5% or lower the last two years.

Let me know if you have any questions.

Matt Frantzen
President
UAW Local 1268
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Chart 1 This chart shows the number of employees that met the 1850-hour requirement.

HBU Individual Award Eligibility (1850 Hours) by Location

STELLANTIS *Powered by* Employee Relations

- **Individual Award ($1,000) by Location**

Location	Location Name	Eligible Employees
2452	WARREN TRUCK ASSEMBLY PLANT I	1,626
2459	TOLEDO SUPPLIER PARK	3,697
2470	DETROIT ASSEMBLY COMPLEX MACK	2,558
4012	DETROIT ASSEMBLY COMPLEX JEFFERSON	3,056
4015	BELVIDERE ASSEMBLY PLANT	616
4025	STERLING HEIGHTS ASSEMBLY PLANT	5,130
5111	KOKOMO CASTING PLANT	770
5210	TRENTON SOUTH ENGINE PLANT	498
5215	KOKOMO ENGINE PLANT	644
5221	DUNDEE ENGINE PLANT	740
5305	KOKOMO TRANSMISSION PLANT	1,724
5308	INDIANA TRANSMISSION PLANT	1,145
5406	TOLEDO MACHINING PLANT	267
6203	WARREN STAMPING PLANT	843
6215	STERLING STAMPING PLANT	1,279
Grand Total		**24,593**

Total Eligible = 27,144

Location	Location Name	Eligible Employees
1100	CHRYSLER GROUP LLC	36
1250	ENGINEERING OFFICE	23
1252	CHELSEA PROVING GROUNDS	83
3101	PARTS SUPPLY OFFICE	20
3110	CENTER LINE NATIONAL PARTS DEPOT (MICH)	219
3111	WARREN PARTS DEPOT	83
3115	MARYSVILLE NATIONAL PARTS DEPOT (MICH)	100
3116	MARYSVILLE "E" COATING	121
3117	SHERWOOD NATIONAL PDC	102
3118	CENTER LINE PACKAGING	144
3125	ROMULUS PARTS DISTRIBUTION CENTER	97
3129	MILWAUKEE NATIONAL PARTS DIST CENTER	72
3131	NEW YORK PARTS DEPOT	51
3133	BOSTON PARTS DIST CENTER	2
3135	WINCHESTER PARTS DISTRIBUTION CENTER	51
3148	CLEVELAND PARTS DISTRIBUTION CENTER	87
3152	DENVER PARTS DEPOT	32
3159	ORLANDO PARTS DEPOT	49
3163	ATLANTA PARTS DEPOT-CITIZENS PARKWAY	90
3171	PORTLAND PARTS DEPOT (OREGON)	41
3176	LOS ANGELES PARTS DEPOT	101
3181	DALLAS PARTS DISTRIBUTION CENTER	98
3191	MINNEAPOLIS PARTS DISTRIBUTION CENTER	46
3195	CHICAGO PARTS DEPOT-NAPERVILLE,ILLINOIS	226
3211	LYNCH ROAD TERMINAL	352
4001	MANUFACTURING - (PLATFORM STAFFS-G & A)	27
4104	FACILITIES	147
4199	PILOT PROCESS VERIFICATION CENTER	51
Grand Total		**2,551**

Chart 2

This chart shows that Belvidere Assembly maintained the 5% or below attendance for the qualifying year.

Facility Award Eligibility & Payouts - Manufacturing

STELLANTIS *Powered by* Employee Relations

- **Facility Award ($500) - 15% Year over Year reduction**
- **Facility Award ($250) - 5% or below**

Division	Locn	Locn Name	2024	2025 (YTD)	% Change	15% Reduction	5% or Below
Assembly	2452	WARREN TRUCK ASSEMBLY PLANT	8.80%	6.93%	21.2%	Y	N
Assembly	2459	TOLEDO ASSEMBLY COMPLEX	8.66%	7.43%	14.2%	N	N
Assembly	2470	DETROIT ASSEMBLY COMPLEX MACK	8.88%	8.56%	3.5%	N	N
Assembly	4012	DETROIT ASSEMBLY COMPLEX JEFFERSON	8.81%	8.95%	-1.6%	N	N
Assembly	4015	BELVIDERE ASSEMBLY PLANT				N*	Y
Assembly	4025	STERLING HEIGHTS ASSEMBLY PLANT	6.37%	6.36%	0.2%	N	N
Powertrain	5111	KOKOMO CASTING PLANT	3.46%	3.68%	-6.3%	N*	Y
Powertrain	5210	TRENTON SOUTH ENGINE PLANT	6.24%	6.60%	-5.8%	N	N
Powertrain	5215	KOKOMO ENGINE PLANT	4.76%	4.86%	-2.1%	N*	Y
Powertrain	5221	DUNDEE ENGINE PLANT	1.17%	1.54%	-31.9%	N*	Y
Powertrain	5305	KOKOMO TRANSMISSION PLANT	4.04%	3.52%	12.8%	N*	Y
Powertrain	5308	INDIANA TRANSMISSION PLANT	4.08%	5.82%	-42.8%	N	N
Powertrain	5317	TIPTON TRANS	1.26%	1.16%	7.8%	N*	Y
Powertrain	5406	TOLEDO MACHINING PLANT	4.35%	3.79%	12.9%	N*	Y
Stamping	6203	WARREN STAMPING PLANT	5.98%	5.31%	11.1%	N	N
Stamping	6215	STERLING STAMPING PLANT	5.67%	5.10%	9.9%	N	N

Chart 3

This chart shows that Chicago PDC maintained the 5% or below attendance for the qualifying year.

Facility Award Eligibility & Payouts – MOPAR

STELLANTIS *Powered by* Employee Relations

- **Facility Award ($500) - 15% Year over Year reduction**
- **Facility Award ($250) - 5% or below**

Division	Locn	Locn Name	2024	2025 (YTD)	% Change	15% Reduction	5% or Below
Mopar	3101	PARTS SUPPLY OFFICE	2.72%	2.15%	21.2%	Y	Y
Mopar	3110	CENTER LINE NATIONAL PARTS DEPOT (MICH)	5.85%	5.02%	14.3%	N	N
Mopar	3111	WARREN PARTS DEPOT	7.81%	7.57%	3.0%	N	N
Mopar	3115	MARYSVILLE NATIONAL PARTS DEPOT (MICH)	7.83%	7.05%	10.0%	N	N
Mopar	3116	MARYSVILLE E COATING	2.78%	4.50%	-61.9%	N*	Y
Mopar	3117	SHERWOOD NATIONAL PDC	8.75%	8.59%	1.9%	N	N
Mopar	3118	CENTER LINE PACKAGING	7.31%	7.71%	-5.4%	N	N
Mopar	3125	ROMULUS PARTS DISTRIBUTION CENTER	9.85%	8.74%	11.3%	N	N
Mopar	3129	MILWAUKEE NATIONAL PARTS DIST CENTER	6.74%	5.62%	16.5%	Y	N
Mopar	3133	BOSTON PARTS DIST CENTER				N*	Y
Mopar	3135	WINCHESTER PARTS DISTRIBUTION CENTER	5.37%	6.15%	-14.4%	N	N
Mopar	3148	CLEVELAND PARTS DISTRIBUTION CENTER	4.77%	3.29%	31.0%	Y	Y
Mopar	3152	DENVER PARTS DEPOT	7.69%	4.33%	43.8%	Y	Y
Mopar	3159	ORLANDO PARTS DEPOT	9.67%	9.42%	2.6%	N	N
Mopar	3163	ATLANTA PARTS DEPOT-CITIZENS PARKWAY	7.16%	2.65%	63.0%	Y	Y
Mopar	3171	PORTLAND PARTS DEPOT (OREGON)	4.92%	2.65%	46.0%	Y	Y
Mopar	3176	LOS ANGELES PARTS DEPOT	8.60%	9.78%	-13.8%	N	N
Mopar	3181	DALLAS PARTS DEPOT	5.05%	5.61%	-11.2%	N	N
Mopar	3191	MINNEAPOLIS PARTS DEPOT	3.29%	4.16%	-26.5%	N*	Y
Mopar	3195	CHICAGO PARTS DEPOT-NAPERVILLE,ILLINOIS	2.47%	2.93%	-18.8%	N*	Y

Contract language

This is the language that covers the presence at work award.
The portion of the contract I've highlighted explains why we don't need to hit the 15%-mark year over year to get the full amount of the bonus/award. We have maintained 5% or lower the last two years.

November 20, 2023

(254) Presence at Work Award

International Union, UAW

Attention: Mr. Rich Boyer

Dear Mr. Boyer:

During these negotiations the Company and the Union had extensive discussion related to the impact that each individual employee can have on overall plant and Company performance by being present at work as scheduled. To this end, the Company recognizes the significant contributions employees have made to the overall improvement in performance and product quality in support of its manufacturing and logistics objectives. To further encourage and reward continuous and sustained improvement in unplanned absenteeism the Company has agreed to establish a Presence at Work Award.

The Presence at Work Award will be comprised of three (3) components:

1. Location specific reductions in overall unplanned absenteeism of 15% until the location reaches 5%

2. Location specific achievement of 5% unplanned absenteeism

3. Individual attainment of 1850 compensated hours (including Layoff hours)

Locations that have an annual rate of unplanned absenteeism of 5% are not required to continue to show a reduction of 15% year over year but in order to qualify for both Location Metrics, must maintain an unplanned absenteeism rate of 5% or lower for the entire eligibility year.

Employees qualifying for the Individual Metric must have achieved a minimum of 1,850 compensated hours during the eligibility year. Hours associated with time on layoff will be calculated at a rate of forty (40) hours per week and included as a component of compensated hours for the purpose of establishing the minimum threshold of 1,850 compensated hours.

The payment amount will be determined according to the location's overall year over year improvement in unplanned absenteeism and the individual's total number of compensated hours during the eligibility year in accordance with the following table:

Location Metric - Presence at Work Award		
Metric	**Target**	**Payment Amount**
Unplanned Absenteeism	15% reduction	$500
Upside Potential		
Unplanned Absenteeism	5%	$250
Individual Metric – Presence at Work Award		
Metric	**Target**	**Payment Amount**
Compensated Hours	1,850	$1,000

Presence at Work Award payments will be made payable to each eligible employee in accordance with the following table:

Eligibility Date	Eligibility Year	Payment Date
October 21, 2024	October 23, 2023 through October 20, 2024	December 6, 2024
October 20, 2025	October 21, 2024 through October 19, 2025	December 5, 2025
October 19, 2026	October 20, 2025 through October 18, 2026	December 4, 2026
October 18, 2027	October 19, 2026 through October 17, 2027	December 3, 2027

Eligible employees are defined as those whose status with the Company as of the eligibility date is one of the following:

- Active with seniority
- On temporary layoff status
- On Pre-Retirement Leave
- On a Leave of Absence which has not exceeded ninety (90) days as of the eligibility date

In addition, should the International Union, UAW-Stellantis Department raise any question regarding the eligibility of a specific employee, the Company agrees to meet on such cases to review the facts.

Very truly yours,
FCA US LLC
By: Christopher Fields

Accepted and Approved:

INTERNATIONAL UNION, UAW
By: Rich Boyer