



## Attention Local 1264 Indefinite Non-Skilled Layoff Members

The Company notified the Union today. They will be making offer to the indefinite laid off members It is projected that full-time openings at the Toledo Assembly Complex may occur. If you are interested in volunteering for placement consideration and willing to transfer to the Toledo Assembly Complex, you can make an Out of Labor Market Volunteer Election for the **Ohio Labor Market Area** through Employee Central via the HUB or kiosk. If interested, you are encouraged to make this volunteer election immediately. If you are not interested in volunteering, no action is required.

If openings occur at the Toledo Assembly Complex, Out of Labor Market volunteers on file will be placed in seniority order, highest seniority volunteers first. If there are insufficient volunteers to fill openings, employees may be job offered to Out of Labor Market Area jobs in low seniority up order. Placements will be consistent with the National Agreement White book letter 245 pg. 178.

If you **Volunteer**, you have the following 2 Options below available (Option 1 and Option 2)

If you are **forced** to go you have the following 3 options ( 1,2,&3) to choose from below

**Option 1** - Enhanced Relocation Employees will receive a Relocation Allowance up to a maximum of \$30,000, \$8,000 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures. The signing bonus will be paid approximately two (2) weeks following the Company's receipt of the employee's relocation election. An additional amount of \$16,000 will be paid to the employee at the new location. After the employee reports to the new location, payment will be made within thirty (30) days. After one (1) year of employment, employees may receive \$6,000, paid within thirty (30) days if they continue to be employees of the Company at the new location. Employees who are placed and accept the Enhanced Relocation Allowance will not be eligible to initiate another Out of Labor Market placement or initiate placement within the new Labor Market Area as an active employee for a period of thirty-six (36) months unless the employee's status changes to laid off. In the event the plant has employees on permanent indefinite layoff with no likelihood of recall into the active workforce, the thirty-six (36) month period will be eliminated. Employees receiving the Enhanced Relocation Allowance will terminate their seniority at all other FCA US LLC locations and, therefore, not be eligible for recall, rehire, or return to Home Plant or former Labor Market Area. 106 Detailed information regarding payments pertaining to the Enhanced Relocation Allowance will be made available to employees.

**Option 2** - Basic Relocation Employee will receive a lump sum Relocation Allowance in the amount of \$6,000. Following the Company's receipt of the employee's relocation election and the employee reports to the new location, payment will be made within thirty (30) days. The employee who accepts the Basic Relocation Allowance will be eligible to apply for Return to Home Plant or Labor Market Area after working at the New Plant of relocation for a period of six (6) months or upon indefinite layoff from the New Plant. Employees who

return to their Home Plant in another Labor Market pursuant to M-11 will be eligible only for a basic relocation allowance.

**Option 3** - Modified Enhanced Relocation the Modified Enhanced Relocation option is available only to indefinitely laid off employees transferred involuntarily to an Out of Labor Market Area Placement under the provisions of Letter 247 Placement and Workforce Utilization. Employees will receive a Relocation Allowance up to a maximum of \$30,000, \$6,000 of which will be provided as a signing bonus to cover miscellaneous up-front cash expenditures. The signing bonus will be paid approximately two (2) weeks following the Company's receipt of the employee's relocation election. 107 An additional amount of \$4,000 will be paid to the employee at the new location. After the employee reports to the new location, payment will be made within thirty (30) days. If they continue to be employees of the Company at the new location, the following schedule of additional payments will be made within thirty (30) days after the anniversary of their start date: After 1 year: \$20,000 Employees choosing the Modified Enhanced Relocation may exercise their recall and Return to Home Plant rights after six (6) months of employment at the new location. Employees who choose to Return to their Home Plant are not entitled to receive any additional unpaid relocation payments, nor any basic relocation for the Return to Home Plant transfer.

Please read the information carefully if have questions please speak with your Union.