

NOTICE

Hourly UAW Represented Employees

In 2015, the Company and the Union agreed to impose a 14-day limit on the issuance of attendance related discipline following the attendance occurrence (M-8 Absenteeism, National Agreement, Letters, Memoranda and Agreements). This was done to ensure that such discipline was issued in a fair and timely fashion and would be applied under normal circumstances dependent on the employee's availability.

Unlike other attendance related occurrences, Family and Medical Leave Act (FMLA) related occurrences undergo a certification process to determine whether employees are entitled to take FMLA. Through that process, some occurrences may later be determined not to be covered by the FMLA. The process for determining FMLA entitlement regularly exceeds 14 days and, therefore, will no longer be considered a "normal circumstance" subject to the 14-day limit on the issuance of attendance related discipline.

Simply stated, the aforementioned 14 day provision will not be applied as a "loophole" to avoid discipline for improper attempts to use FMLA.

Accordingly, in keeping with the intent of the Agreement, any absence or tardy later determined not to be entitled to FMLA coverage will not be subject to the 14-day limit. In addition, FCA will continue to comply with all applicable laws and regulations regarding the timing of notices to be provided to employees under the FMLA.

This understanding is being communicated to all employees and will be uniformly applied after **September 17, 2017**.

FIAT CHRYSLER AUTOMOBILES U.S.

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