

CWA
Vehicle “Out of Stock” Purchase Program
(Effective February 5, 2024)

Due to the current status of the automotive market and vehicle manufacturing, CWA will not be able to order fleet vehicles this year. Many manufacturers have already closed their order banks for model year vehicles since supply chain issues are preventing them from fulfilling orders.

Still, some CWA fleet vehicles are getting older, have higher mileage and maintenance, and are due for replacement. Therefore, the following options will be available this year:

1. Staff eligible for a replacement vehicle may request to turn in their car and switch to the CWA car allowance program.
2. Those who wish to use a fleet vehicle instead must first receive approval to obtain a first-time or replacement vehicle, and may then locate a car for purchase at a dealership under the program described below.
3. As always, fleet vehicle turn-ins and/or purchases require approval by a District, Sector or Division Vice-President as well as the CWA Secretary-Treasurer's office.

This program will last until appropriate union-made cars are available for CWA fleet orders.

Below are the guidelines for the temporary fleet vehicle process.

Purchase of Vehicles off a Dealer's Lot

1. Receive approval from the appropriate Vice President as well as the Secretary-Treasurer's office.

2. Locate a vehicle on a dealer's lot from the CWA "offered vehicles" list. Cars may vary in location and availability. Please note that vehicle costs and options that exceed the standard vehicle prices listed below will be considered "driver-paid options", and the driver will be responsible for reimbursing these costs to CWA.
3. Obtain the following information from the fleet sales representative at the dealership:
 - a. Manufacturer's invoice
 - b. Dealers invoice showing final pricing, minus any available rebates
 - c. Fleet salesperson contact information
4. Forward this information to Melissa Ferguson (mferguson@cwa-union.org). Once this information is received, we can determine and review with you the appropriate payroll deduction for any additional costs.
5. Upgraded features of lot vehicles must be approved by CWA before any purchase paperwork begins.
6. On behalf of CWA, Melissa Ferguson will forward the purchase information to ARI/Holman (CWA's fleet vehicle vendor), who will contact the dealer to start the purchase process. Please note that this turnaround time can be up to 3 weeks or more.
7. "Offered Vehicle" selections:
 - a. CWA standard vehicle selections are: Chevy Malibu LS (up to \$25,350 covered by CWA) and Ford Escape Active (up to \$29,495 covered by CWA).
 - b. CWA upgraded vehicle selections are: Jeep Cherokee Latitude 4x4 (up to \$29,495 covered by CWA), and Chevy Bolt EV (up to \$29,495 covered by CWA).

- c. If no standard or upgraded vehicle can be located, other cars may be considered for approval on a case-by-case basis, provided they are union-made in either the United States or Canada.

Agreed: February 5, 2024

Ameenah Salaam

Ameenah Salaam, Secretary - Treasurer, CWA

Michael A. Schulte 2-14-24

Mike Schulte, CWA Staff Union, President

Bill Murray

Bill Murray, BEST President

Lou Greico 2-15-24

Lou Greico, FGR President