

# **A G R E E M E N T**

**Between**

**Daimler Truck North America LLC**

**Cleveland, North Carolina**

**And**

**INTERNATIONAL UNION, UAW**



**LOCAL 3520**

**April 27, 2024**

**TO**

**March 3, 2028**

**CLEVELAND  
LOCAL LANGUAGE  
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**PREAMBLE**  
**(See Common Language)**

**AGREEMENT**

This Agreement, made this **27<sup>th</sup>** day of **April 2024** by and between Daimler Truck North America LLC, (hereinafter designated as the “Company”) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, on its own behalf and on behalf of its Local No. 3520 (hereinafter referred to as the “Union”) cover employees in its bargaining unit at 11550 Statesville Boulevard, Cleveland, North Carolina (the Truck Manufacturing Plant) and 11710 Statesville Blvd., Cleveland, North Carolina (the CTS Center). (Whenever the term he, him, his, etc. are used in this Agreement, it shall be considered to have the same intent and meaning of equal application to the female gender.)

WITNESSETH. That the parties mutually agree as follows:

**ARTICLE 1**  
**RECOGNITION**

The Company recognizes the Union as the exclusive representative for Production, Plant Clericals and Maintenance employees at its production facility located at 11550 Statesville Boulevard, Cleveland, North Carolina, and at its Cleveland CTS located at 11710 Statesville Blvd., Cleveland, North Carolina, for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment covered by this Agreement. Whenever used in the Agreement, the word “employee” shall mean any person employed in the unit as defined in the Recognition Agreement signed by the Union and the Company on January 29, 2003, and the NLRB Certification for the Cleveland CTS case 11-RC-6528 dated May 16, 2003 and the NLRB Certification for the Plant Clerical Unit case 11-RC-6728 dated April 9, 2010, excluding supervisors and guards as defined by the Act.

**ARTICLE 2**  
**MANAGEMENT’S RIGHTS**  
**(See Common Language)**

**ARTICLE 3**  
**REPRESENTATION**

**Section 1.** It is mutually agreed that proportional representation that reflects increases and decreases in the workforce is a sound and sensible basis of implementing the representation sections of this Agreement. Within this context the ratio of Shop Committeepersons to employees shall not exceed 1 to each 250 and the number of Shop Committeepersons shall be as outlined in the table below:

Number of Bargaining Unit Employees (excluding Skilled Trades) on the active role	Number of Shop Committeepersons
1-375	1
376-626	2
627 – 877	3
878 – 1128	4
1129 – 1375	5
1376 – 1626	6
1627 – 1877	7
1878 – 2128	8
2129 – 2379	9
2380 – 2630	10
2631 – 2881	11
2882 – 3132	12
3133 – 3383	13
3384 – 3634	14
3635 – 3885	15
3886 – 4136	16
4137 – 4387	17
4388 – 4638	18
4639 – 4889	19
4890 – 5140	20

**Section 2.** In the event that the total number of Bargaining Unit employees (excluding Skilled Trades) is reduced below the 350 employee mark, Shop Committeeperson(s) will be retained on the basis of one (1) per every 250 Bargaining Unit employees, or a major portion thereof on each shift, in the plant.

Redistricting shall be accomplished in the following manner:

The Shop Chairperson will be notified, in writing, when the average number of employees on active role in the plant will require an adjustment. The adjustment may increase or reduce the appropriate number of Shop Committeeperson(s) in accordance with the representation table outlined in Article 3, Section 1. The adjustment will be exclusive of temporary employees for summer replacements only. Adjustments will be effective within thirty (30) days of the written notification to the Shop Chairperson.

The Company will recognize one (1) Shop Committeeperson for skilled trades' employees and will be assigned to 1<sup>st</sup> shift and will provide representation on an as needed basis for **all other shifts in the Skilled Trades district.**

The Company will recognize one (1) Shop Committeeperson (Shop Chairperson) for CTS employees and will be assigned to 1<sup>st</sup> shift and will provide representation on an as needed basis for second and/or third shift.

The Company will recognize one (1) Shop Committeeperson (Shop Chairperson) for Plant Clerical employees and will be assigned to 1<sup>st</sup> shift and will provide representation on an as needed basis for all shifts.

It is understood and agreed Shop Committeeperson are recognized as full time unless otherwise specified in this Agreement.

The Company will recognize a Shop Committeeperson on an "as needed" basis for constituents assigned to the off shifts when the overall headcount does not warrant a fulltime Shop Committeeperson.

**Section 3.** The **Bargaining Committee** of the Union shall consist of members as outlined below:

Chairperson  
Shop Committeepersons  
CTS Shop Chairperson  
Skilled Trade Shop Committeeperson  
Plant Clerical Shop Committeeperson

It is understood and agreed Bargaining Committee members are recognized as full-time **during contract negotiations**.

**Section 4.** There shall be one (1) Representative appointed by the Vice President/Director of the Heavy Truck Department for each of the following positions:

Health and Safety Representative  
Benefit Representative  
TOS Coordinator  
Employee Assistance Program Representative (EAP)

Full-time as defined in this section will be interpreted as 40 hours per week.

Representatives as outlined herein will be paid at the rate of their **current** classification and subject to the provisions of Article 8, Wage Rates and Overtime.

**Section 5.** At the time of their election or appointment to office, all Shop Committeepersons, Appointed Representatives and Bargaining Committee members (Shop Committeepersons) shall be employees on the active payroll of the Company. At that time, the Union will provide written notice to the Company that an employee is authorized to act on behalf of the Union.

**Section 6.** All representatives (Shop Chairperson, Shop Committeepersons, Benefits Representative, Health and Safety Representative, TOS Coordinator and EAP Representative) as outlined above shall notify HR when an alternate is acting in place of the regular

representative/Shop Committeeperson. Alternate Representatives/Shop Committeepersons or 2<sup>nd</sup> Alternate Representatives/Shop Committeepersons will be permitted to function when the regular Representative/Shop Committeepersons are absent from work or by request, if the regular Representative/Shop Committeeperson is unavailable. The Union will notify the Department Managers when an alternate is acting in place of a regular Representative/Shop Committeeperson.

**Section 7.** Shop Committeepersons will handle grievances in Steps 1 and 2, of the grievance procedure only for employees in their respective area of jurisdiction within the plant.

**Section 8.** No employee shall stop his assigned work for any purpose related to the investigation or settlement of a grievance without promptly requesting permission of his supervisor to do so, which shall normally be granted within thirty (30) minutes, unless it regards an immediate safety issue.

**Section 9.** Should a Shop Committeeperson wish to discuss a grievance with an employee, he shall report to the supervisor of that area, state his reason for being there, and request permission to meet with the employee with whom he needs to speak. It is understood that where the above discussions are permitted, they will be as brief as possible and the employees will promptly return to their jobs.

**Section 10.** Where grievance handling activities occur it is understood that the time so spent will be reasonable.

**Section 11.** If the Company believes that the use of representation time is being abused, a meeting will be scheduled with Representatives of the International Union, for the purpose of discussing the alleged abuse and to take appropriate action to eliminate any abuse that is found to exist. All full-time Representatives/Shop Committeepersons will have a Cleveland TMP email account and will have access to time and attendance software. Use of these systems will be strictly limited to business purposes, confidentiality of employee information and subject to DTNA Corporate policies regarding electronic communications. Any abuses of



email or time and attendance software will be addressed with the International Union. Continued unresolved abuses may lead to the individual losing the right to these systems.

**Section 12.** Any and all activities not related to the grievance procedure or other matters expressly provided for in this Agreement will be considered Union business and will not be conducted on Company premises or during the employees' working hours.

**Section 13.** Representatives/Shop Committeepersons classified as full-time (Shop Chairpersons (excluding Plant Clerical), **Bargaining Committee** and Shop Committeepersons) will be paid by the Company at the regular hourly rate of their **current** classification for forty (40) straight time hours and subject to the provisions of Article 8, Wage Rates and Overtime.

**Section 14.** During periods of voluntary overtime, the number of Union Representatives to be recognized will **be determined as follows: One (1) Union Representative** will be provided the representation opportunity **during any period of voluntary overtime that the number of employees working in the plant does not exceed 250.** Should the number of employees working in the plant on voluntary overtime exceed **250**; two (2) Representatives will be provided the representation opportunity. Pay for overtime **and overtime eligibility** will follow the provisions of Article 8 for all hours worked.

**Section 15.** It is understood by the Company that the full-time Union Representatives specified in Article 3 of the Labor Agreement will have all such time counted as time worked for all purposes under the contract and related benefit plans, including but not limited to: the Pension Plan; the Life, Accident and Disability Plans; the Health Care Plans; Holidays, Vacations; and the Employee Retirement Savings Plan (401(K)).

**Section 16.** The appointed Employee Assistance Program Representative will function forty (40) hours per week under the following terms and responsibilities:

- The Employee Assistance Program Representative will assist in the identification, education, referral and follow-up of employees with problems which adversely affect job performance and/or

attendance relating to substance abuse, emotional disorders or personal/family situations while assuring and maintaining requisite confidentiality standards.

- Act as a resource for the employee in addition to the Manager of Human Resources and the EAP program provider.
- The EAP Representative is to perform his/her duties during regular working hours without loss of pay and is subject to the following conditions, (1) the time should be devoted to the prompt handling of matters which are proper pursuant to the terms and responsibilities defined in this section, (2) if necessary for the EAP Representative to speak to an employee, prior arrangements will be made with the employee's OU Manager/HR Manager.
- By mutual agreement with the Human Resources Manager or his/her designee, the EAP Representative may adjust his/her starting time to be available to perform his/her duties on shifts other than his/her normally assigned shift.
- EAP Representative will be required to badge in/out.

#### **ARTICLE 4 NOTIFICATION (See Common Language)**

#### **ARTICLE 5 SENIORITY**

**Section 1.** See Common Language

**Section 2.** See Common Language

**Section 3.** See Common Language

**Section 4.** See Common Language

**Section 5.** See Common Language

**Section 6.** Notwithstanding their natural seniority, all active Shop Committeeperson(s) under Article 3, Sections 1 and 2, who are involved in contract administration activities, shall be deemed to have the top seniority for purposes of layoff and recall. During periods of layoff and recall, the President of the Local Union, Shop Chairperson, Health and Safety Representative, and Benefits Representative, in accordance with Article 3 Representation shall be deemed to have the top seniority in the Plant.

## **Section 7.**

**Step 1.** For the purpose of establishing seniority, employees with the same hire date will be rank ordered (top to bottom) alphabetically based on the first letter of their last names. Among a group of employees with the same hire date, those with the first letter of their last names coming closest to the beginning of the alphabet will be considered to have more seniority than those with the first letter of their last names coming farther down the alphabet.

### **Example:**

<u>Name</u>	<u>Hire Date</u>
Eric Dolata	10/25/89
Georgetta Paulin	10/25/89*
Jimi Proctor	10/25/89
Gary Speth	10/25/89

Among these employees, Eric Dolata is the most senior followed by Georgetta Paulin, Jimi Proctor, and Gary Speth in rank seniority order.

**Step 2.** Employees who have the same hire date and the same first letter of their last names will be rank ordered (top to bottom), for purposes of seniority, according to the subsequent letters in their last names.

### **Example:**

<u>Name</u>	<u>Hire Date</u>
Loretta Carr	10/25/89
Thomas Carver	10/25/89
Donna Collins	10/25/89
Ray Curry	10/25/89

Among these employees, Loretta Carr is the most senior followed by Thomas Carver, Donna Collins, and Ray Curry.

If two (2) or more employees have the same last name, first names and then middle initials will be considered in the same manner.

**Step 3.** Employees who have the same hire date and same name (Last, First, and Middle Initial) will be rank ordered (top to bottom) for purpose of seniority, according to the Representative value of their Social Security number in the following manner:

Add the last four (4) digits of the employee's Social Security number together, and the employee with the highest total will have the most seniority. If the sum total of the last four (4) digits is equal, the middle two (2) numbers will be added together and, if necessary, the first three (3) digits.

**Example:**

<u>Soc. Sec. #</u>	<u>Name</u>	<u>Hire Date</u>
*243-78-8190	Michael D. Fulbright	10/25/89
245-80-2631	Michael D. Fulbright	10/25/89
268-58-2206	Michael D. Fulbright	10/25/89
247-61-2710	Michael D. Fulbright	10/25/89

In the above example, the employees are ranked in seniority order by the value of their Social Security number.

**Step 4.** In all instances, whether they be layoffs, recalls, promotions, transfers, or otherwise, where it has been designated that an employee's status is to be determined specifically by seniority, the above procedures will apply.

**Step 5.** In the application of this procedure, the employee's name, as of their hire date, will be used thereafter for the purpose of determining their seniority ranking.

**Example:**

<u>Nm. When Hired</u>	<u>Nm. Changed To</u>	<u>Nm. For Sen. Ranking</u>
Mary Ann Adams	Mary Ann Williams	Mary Ann Williams – (Adams)

**Section 8.** The Company agrees that when new job opportunities exist at the Cleveland TMP, Plant Clerical and CTS covered by this Agreement, the Company will give former Cleveland TMP, Plant Clerical and CTS employees, who have lost recall rights, consideration for hire when new job opportunities exist at the Cleveland TMP, Plant Clerical and CTS. Such consideration will be given provided the former employee(s) was not terminated for cause and formally applies for the new job opportunity. Former employees will establish a new plant seniority date and will comply with corporate policy for credited service time.

**Section 9.** The “specialized required skills” classification of Production Electrician Technician (to include the Team Leader of the Production Electrician Technicians) entering the group will have date of entry seniority. System Technicians will have date of entry seniority in the classification. The seniority date for System Technicians will be established by the appropriate payroll systems having acknowledged them as being assigned to the classification. Paint Robotic Technicians entering the classification will have a date of entry seniority.

**ARTICLE 6**  
**GRIEVANCE AND ARBITRATION PROCEDURE**  
**(See Common Language)**

**ARTICLE 7**  
**HOURS OF WORK**

**Section 1.** Employees will be scheduled to work forty (40) hours per week consisting of five (5) consecutive eight (8) hour days.

The normal workweek will be Monday through Friday.

- A. The normal shift hours during times at which the plant is operated at two (2) shifts instead of three (3) will be:

First Shift (days)

6:30 a.m. to 3:00 p.m.

Second Shift (afternoons)

4:00 p.m. to 12:30 a.m.

Each shift will have one (1) paid break of twenty (20) minutes and an unpaid thirty (30) minute lunch period. However, when employees work six (6) hours or less they will be provided a twenty (20) minute paid break.

For all employees on continuous twenty-four (24) hour operations, the normal hours of daily shifts shall be:

First Shift (days)	6:30 a.m. to 2:30 p.m.
Second Shift (afternoons)	2:30 p.m. to 10:30 p.m.
Third Shift (midnight)	10:30 p.m. to 6:30 a.m.

Employees will be provided one (1) paid break of five (5) minutes and a paid lunch of thirty (30) minutes.

- B. The normal workweek or shift starting times may be changed by mutual agreement of the parties. It is agreed that neither party will unreasonably withhold their mutual agreement.
- C. It is understood that this Agreement does not guarantee to any employee any number of hours of work per day or per week or days of work per week. However, if there is a normal work stoppage within one (1) hour of the end of the shift for reasons not covered in Section 3 of this Article, employees will be given the option of Leave without Pay or completing their shift in other capacities.

**Section 2.** Employees who are scheduled more than nine (9) hours will be given a ten (10) minute rest period at the beginning of the overtime period.

**Section 3.** Any employee reporting for work (including signing in at the plant gate) shall be given a minimum of four (4) hours continuous work or four (4) hours pay. Employees shall be deemed to have been ordered to work unless notified not to report at or before the close of the previous shift worked, provided, however, in the event of a plant or department shutdown due to an occasion of national or local significance which calls for a temporary shutdown, or due to an emergency beyond the Company's control, the Company shall not be liable for wages to any

employee for time lost. "Emergency" shall be defined as a situation resulting from causes such as fire, explosion, power failure, major equipment and computer failures, part shortages that prevent operations, and acts of God.

**Section 4.** An employee called back to work after completing his regular work shift and after leaving the Company's premises shall be given not less than four (4) hours work or four (4) hours pay based on the overtime rate of pay that would have been in effect had the employee been continuously on the payroll since the completion of his regular shift. If an employee is called to report to work for a maximum of two (2) hours prior to the start of his normal shift, he will not be eligible for call-back pay.

**Section 5.** The break periods defined under Section 1 are subject to adjustment based upon the needs of the operation. However in all cases, unless mutually agreed otherwise, a break period will be recognized during the first half or last half of the shift and employees will not be required to work during the break period.

**Section 6.** The parties agree to consider alternative work schedules during the term of this contract in order to best achieve fluctuating production requirements inherent in the cyclical commercial vehicle market. Various potential shift configurations will be reviewed, such as a 2 x 4 x 10 model. Additional proposals from the Union will likewise be discussed. If necessary, the objective will be to significantly increase production and manpower without incurring expensive facilities expansions to accommodate unsustainable rates. No mandated daily overtime will be scheduled during an alternative work schedule that consists of ten (10) hour days. Furthermore, any additional shifts of mandated overtime during alternative work schedules will not exceed eight (8) hours in duration.

In the event, alternative work schedules are not implemented, the Company may, by mutual agreement schedule up to four (4) additional Saturdays per contract year beyond the maximum specified in Article 8, if necessary, in response to extreme market demands. Mutual agreement will not be unreasonably denied.

## **ARTICLE 8**

### **WAGE RATES AND OVERTIME**

**Section 1.** On the effective date of this Agreement, the wage rates and classifications shall be set forth within this contract.

**Section 2.** All wage adjustments, including automatic progression wage adjustments, will be computed on the first day of the pay period following the calendar week in which the employee qualifies for the adjustment.

Employees will be credited for all service time on the active payroll with respect to the automatic progression schedule, including temporary layoffs or leaves of absence of thirty (30) calendar days or less. Employees will not be credited for advancement purposes for any time exceeding thirty (30) calendar days on layoff or leave of absence.

Employees who change jobs as a result of a promotion, demotion, or transfer within the Plant will move vertically on the progression schedule to the new applicable job rate.

At the Company's option, new employees with prior experience may be hired at any level of the progression schedule.

#### **Section 3. (See Common Language)**

**Section 4.** Employees will be compensated on the basis of the calendar day (midnight to midnight) on which their shift starts working, for the regular working hours of that shift. The regular scheduled work week starts at 12:01 a.m. Monday and ends 168 hours thereafter, except for those employees on third shift operations starting Sunday night in which case their regularly scheduled work week (Monday) starts with the beginning of their shift Sunday night and ends 168 hours thereafter.

#### **A. Time and One-Half**

1. For time worked in excess of eight (8) hours per calendar day.
2. For time worked on the calendar Saturday, if the employee has forty (40) hours of regular (REG) and contractual paid time Monday thru Friday that week. The equivalent amount of unpaid lost time that is worked on Saturday will be paid at the normal



rate before time and one-half applies. Lost time hours not available to be worked due to temporary shutdown as determined by the Company will be counted toward the attainment of the forty (40) hours for the purpose of calculating overtime payment.

**B. Double Time**

1. For time worked on the calendar Sunday.
2. For time worked on the calendar Holiday, plus Holiday pay.
3. All hours worked in excess of ten (10) hours per calendar day.
4. All hours worked in excess of ten (10) hours on calendar Saturday.

- C. For employees with an assigned weekly schedule, which includes Saturday or Sunday, the sixth (6<sup>th</sup>) day worked shall be paid as (A) above and the seventh (7<sup>th</sup>) day worked shall be paid as (B) above.

**Section 5.** Starting times for voluntary overtime on Saturday, Sunday and Holiday will be 5:30 a.m. Out of group overtime volunteers working in a mandated area will have the same shift start time as the mandated area. Off-shift start times for voluntary overtime will be mutually agreed by both parties prior to scheduling. Mandated overtime on Saturdays will start at the regular start time.

**Section 6. Overtime Provisions**

Overtime work will be voluntary, with limited exceptions as indicated and will be offered among employees in the “overtime groups”. Selection of employees to work overtime will be as follows:

**Voluntary Overtime Provisions:**

**A. Daily**

1. Casual daily overtime will first be offered to the employee who is performing the work on that day and shift provided he/she has signed up via the daily voluntary overtime system and marked the man on the job (MOJ) block. Employees who are used to train other employees during daily overtime will be selected from the daily voluntary overtime sign-up system for the appropriate

overtime group. If during the shift, the employee performing the job is re-assigned to another position, they will be the first to be offered the overtime opportunity. Garage/rework will be offered to volunteers by seniority (within the appropriate department) able to perform the work and have signed up via the voluntary overtime sign-up system for the garage/rework area. Specifically, Final Chassis, Pre-Paint Chassis and Final Cab.

Daily man on the job overtime for Turn and Sell work group employees will be offered by seniority to those who have signed up on the Turn and Sell daily overtime system. Daily man on the job overtime for outside CRC employees will be offered by seniority to those employees who have signed up on the CRC daily overtime system.

2. A voluntary overtime sign-up system will become available, consisting of before and after shift sections will be posted by individual overtime groups on Friday for the upcoming week for all employee(s) who want to volunteer for daily overtime. This system will be used for other employees within the overtime group in the event that the employee who is performing the work on the day the overtime is offered declines the overtime. To be eligible, an employee must sign the overtime sign-up system three (3) hours prior to the end of their shift. Overtime will be granted on a daily basis by seniority to appropriate employee(s) on the list who volunteer. Once the employee's name is highlighted the employee is approved for the overtime, they are considered scheduled and will be obligated to work. Any employee scheduled to work will be approved no later than two (2) hours prior to the end of the regular scheduled shift or he/she will not be obligated to work.

There will be an option for (out of group) employees to sign up from outside the overtime group to indicate the desire to work within a specific overtime group so overtime requirements can be filled by the volunteer(s) before any mandatory overtime

assignments are made within the overtime group. Consideration will be given to those volunteering from the department by seniority able to perform the work before going Plant Wide. If sufficient employees cannot be obtained using the above procedure, volunteers will be solicited from any overtime group, whenever practicable by seniority among employees able to do the work.

If sufficient volunteers are not acquired by the above procedure, the overtime may be made mandatory of the necessary employees within the overtime group, by seniority, beginning with the least senior employee able to do the work.

3. When the Company deems it necessary to work overtime prior to the start of the shift, it will be offered to volunteers who signed up. If an insufficient number of employees sign-up to work, and the Company elects to call employees in early, they will first call the senior employee(s) able to perform the work from the subsequent shift and request volunteers. Employees, who choose not to be called, must sign the No-call list.

#### B. Saturday, Sunday and Holiday

1. A voluntary overtime **process will become available for** in all overtime groups on Friday for employee(s) who want to volunteer for Saturday, Sunday and/or Holiday overtime for the following Saturday, Sunday and/or Holiday (with dates listed). An employee desiring to be considered for Saturday, Sunday and/or Holiday overtime must **apply for** the overtime two (2) hours prior to the end of their regular scheduled shift on Wednesday. Any employee scheduled to work will be **approved** no later than two (2) hours prior to the end of the regular scheduled shift on Friday or he/she will not be obligated to work. Overtime will be granted to the **qualified** employee(s) who volunteer from the Saturday, Sunday and/or Holiday rotational list and are able to perform the work, if a sufficient number of employees cannot be obtained

from the above procedure, then **all qualified volunteers will be selected to work within the department first, then outside the department until the required manpower has been met.** If sufficient volunteers are not acquired by the above procedure, **all qualified volunteers will be allowed to work and then** the overtime may be made mandatory of the necessary employees within the overtime group, by seniority, beginning with the least senior employee able to do the work. Qualified employees who sign up for less than the minimum required overtime hours will be skipped by Management to obtain the required employees for the necessary hours of overtime. For example, those employees who signed up for eight (8) hours will work before those who signed up to work six (6) or four (4) hours and those employees who sign up to work six (6) hours will work before those who signed up for four (4) hours, etc.

Clarification for rotational overtime: When one (1) or more employee(s) are **approved** “out of group” the seniority line returns to the top senior employee within the overtime group for the next available overtime opportunity. When all “in group” employees are **approved** but no “out of group” employees are **approved**, the seniority line doesn’t change for the next overtime opportunity. Saturday, Sunday and Holiday are separate rotational overtime list.

Consideration will first be given to those employees volunteering from the overtime group on the off-shifts by seniority able to perform the work then from the department by seniority able to perform the work before going Plant Wide.

2. In the event overtime for Sunday and/or Holiday is not determined until Saturday, the appropriate employee(s) that signed **up** (in and out of group) who are not present on Saturday will be called with a Union Representative present and offered the right to the overtime. If a sufficient number of employees cannot be obtained from the above procedure, then those

volunteers working Saturday will be solicited prior to any other employee(s).

#### Mandatory Overtime Provisions:

##### A. Daily

1. If the Company deems it necessary to work daily overtime in a complete overtime group, the overtime may be mandated without first soliciting volunteers. Daily mandated pre-shift overtime will be mandated with mutual agreement with prior day notice for equipment failure(s) only. All mandated pre-shift overtime for equipment failure(s) only will be paid at a double time rate regardless of hours worked for that day. Team Leaders pre-shift mandatory overtime is limited to a maximum of fifteen (15) minutes.
2. Employees will be notified at least one (1) day in advance prior to the end of shift for mandated daily overtime work. When daily overtime is being mandated for an extended period, employees will be advised of the approximate duration.

When daily overtime is mandated, it will be limited to no more than one (1) hour on a daily basis. In addition, if daily overtime is mandated then cancelled by the Company by the end of shift the day prior, the hours scheduled will not count towards the thirty-two (32) hours of overtime allotment per calendar month.

Mandated overtime will not be scheduled on Fridays unless mutually agreed.

However, when the Company fails to cancel daily mandated overtime by mid-shift four (4) hours after start of regular assigned shift the day of, the Company will be charged double (unless due to emergency situations as described in item 8 in General Provisions listed later in this Article) the amount of time scheduled towards the thirty-two (32) hours of mandated overtime for the calendar month.

## B. Saturday

1. No more than eight (8) hours of overtime will be mandated on Saturdays.
2. Employees will be notified by Thursday (end of shift) for mandated Saturday work, unless an emergency situation arises. Employees will not be mandated to work such overtime if a vacation day, personal day, Bereavement, or Union leave has been approved for them on the Friday preceding or Monday following the mandated Saturday work. Employees on a pre-approved absence in conjunction with a mandated Saturday will have those hours credited towards the maximum hours of overtime per calendar month. Employees must take the last half of Friday or the first part of Monday on half day as vacations to be excused for the mandated Saturday overtime.
3. If Saturday overtime is mandated by the Company and not cancelled before the end of the employee's shift on Thursday the hours mandated will count towards the thirty-two (32) hours of mandated overtime per calendar month.
4. No Saturday mandatory overtime will be scheduled in connection with any Holiday weekend. This does not apply to skilled trades employees who may be required to work to support critical business needs.

### General Provisions:

1. No employee will be required to work in excess of thirty-two (32) total hours of mandatory overtime per calendar month including a maximum of two (2) non-consecutive Saturdays per calendar month.
2. If due to unforeseen circumstances, voluntary daily or weekend overtime planned for an overtime group is no longer necessary those employees who have reported to work may be assigned to

work outside their overtime group. Alternatively, employees will be given the option of clocking out upon notice of the assignment outside of their overtime group. Employees who do elect to clock out will do so without pay or penalty.

3. Employees may not refuse to work mandated or committed voluntary overtime without a reason deemed justifiable to the Company.
4. Any employee skipped or otherwise missed in the overtime distribution procedure will be offered make-up work equal to the hours worked by the employee who worked the job. **The make-up work offered must be overtime that the employee would not have normally been entitled to, and doing so will not negatively impact other employees' opportunity to work available overtime.** In the event that more employees were skipped than worked, only the number of employees skipped who equal the number of employees who worked will be offered make-up work. It is the Company's intent to correct mistakes on the same day if they are brought to the attention of the Supervisor prior to the end of the shift. Any disputes will be escalated to the HR Department and Union Shop Chairperson.

If the mistake is brought to the attention of the Supervisor on the day overtime is scheduled, prior to the end of shift, and the mistake is not corrected, the Company will pay the employee(s) who were skipped or otherwise missed, the appropriate rate equal to the hours worked by the employee(s) who worked the overtime. Any disputes will be escalated to the HR Department and the Union Shop Chairperson.

5. All Sunday and/or Holiday overtime will be voluntary.
6. Notice of cancelling or scheduling mandatory overtime will be posted in an email format at the affected department's time clock **in a tamper proof display.** The Company (with a Union Representative present) will notify all employee(s) who are not

present the day prior when mandated weekend overtime has been cancelled. Employees who are not present due to an unplanned absence when mandated overtime is announced will be required to work the weekend mandated overtime.

7. If an employee signs up for voluntary overtime in their “home” overtime group, they are required to work in their “home” overtime group first before working in any other overtime group. Employees who sign up after the cutoff time for daily, weekend and Holiday voluntary overtime will only be considered after those employees who signed up “in group” and “out of group” prior to the cutoff time are exhausted.
8. The provisions of this Article that restrict the right of the Company to mandate any overtime work may be suspended by mutual agreement for a specified and limited time if operations are interrupted by emergency situations such as product safety or liability issues, parts shortages, major equipment or computer failures, extended power shortages, fire, tornado, flood, hurricane, or other acts of God, government mandated work, regulatory training, short-term volume increases and annual inventory. It is further understood that the Local Union will not unreasonably withhold their agreement.
9. The roles and responsibilities of the Team Leader may require preparation before the shift and completion of duties after the shift. As such, Team Leaders may be required to work fifteen (15) minutes before and/or fifteen (15) minutes after their shift hours. This requirement will not count toward their maximum of thirty-two (32) total hours of scheduled (mandatory) overtime per month.
10. In the interest of best practices and continuous improvement, the Company reserves the right to upgrade and modernize the process of administrating overtime, approvals and other functionality which can be improved. Changes to the process of administrating



overtime which conflict with this Article will be discussed with all Shop Chairpersons and implemented with mutual agreement.

11. All mandated overtime notifications will be forwarded to the appropriate Shop Committeeperson and Shop Chairman.
12. Overtime will be granted within overtime groups by classifications, with the exception of Utility, if more than one classification exists.

**ARTICLE 9  
HOLIDAYS  
(See Common Language)**

**ARTICLE 10  
VACATIONS**

**Section 1.** See Common Language

**Section 2.** See Common Language

**Section 3.** Pro-Rata Vacation Pay - See Common Language

**Section 4.** The vacation workweek is defined as Monday through Friday. Vacation must be taken within the year of the anniversary date of employment. Unless otherwise stated in this Article, single days of vacation may be taken in increments of four (4) or eight (8) hours. Only block/full weeks of vacation during the vacation scheduling period will be assigned according to seniority. The Company will allow twelve percent (12%) of block week vacation for the employees in each vacation group during the prime months of May, June, July, August, and September. All other months will have a maximum of ten percent (10%), except work groups which have limitations as outlined below.

The balance of vacation allotment will be distributed equally over the (non-prime) months of January, February, March, April, October, November and December.

For block week vacation scheduling, customary two (2) digit rounding will be used: e.g. 1.49 will be rounded down to one (1) person.

For single day vacations, automatic rounding up to the next whole number will be done (i.e. 1.1 will result in 2).

Employees must cancel vacation (single or block) requests seventy-two (72) hours prior to the start of such vacation or the vacation must be taken. When single vacation days are scheduled within the seventy-two (72) hour period, the vacation must be taken if approved.

In cases where the vacation percentages for block and single day vacations are calculated to be less than 1.00, one (1) employee will be allowed off on vacation for each allotment (block and single).

Once percentages for prime and non-prime vacation periods for the year have been calculated, according to earned allotment, then an additional two percent (2%) will be allowed off for single days. **Any request submitted outside of employees' normal shift hours will be processed along with any submissions received in the first two (2) hour window of the next regularly scheduled workday.** Employees will be allowed a two (2) hour window into their shift to submit their single day vacation request, which will be awarded on a seniority basis. Single day requests submitted after the two (2) hour window will be processed on a first come first served basis. Requests will be processed one (1) month (date to date) in advance and each day thereafter until the maximum is reached. Single day vacations will be approved by seniority and posted daily. Same day vacation requests will be **processed** within four (4) hours from the time the Supervisor receives the request. All other requests will be **processed** no later than two (2) hours prior to the end of the regular scheduled shift. However, once you have been approved and posted to the list you cannot be bumped by a senior person who submits a request on a subsequent day. After the maximum is reached and a cancellation occurs, the opening will be filled by the most senior person who submitted a request. All vacation **submissions** will be submitted to the Supervisor or Manager.

In the event that the full week percentages are not filled, employees may schedule a single day of vacation in either four (4) or eight (8) hour

increments up to the maximum allowed for full weeks of vacation. **Single days may be requested in the current or following week for unfilled block days.**

At the Company's discretion, half or single days may be approved, if available, if a worker shows up and applies for the vacation time.

**Section 5.** See Common Language

**Section 6.** See Common Language

**Section 7.** See Common Language

**Section 8.** The vacation scheduling procedure is set forth below:

1. The month of November of the preceding year will be the designated period set aside for advanced vacation scheduling. Prescheduling vacation forms will be returned to all employees who apply by the 15th of December.
2. During the advanced scheduling period, employees may schedule all block weeks of vacation which they are eligible to take during the current calendar year through December of the following calendar year. Full weeks of vacation must be taken from Monday to Friday. **Three (3)** weeks of vacation may be reserved for either four (4) or eight (8) hour increments or for selection of an open vacation week later in the year. A maximum of five (5) single days may be reserved for four (4) hour increments with the remainder of single days taken in eight (8) hour increments. Single days of vacation used for plant shutdown periods will NOT be counted against the single vacation day allotment. Any unused vacation from a partial block week will be scheduled as a block week. Any unscheduled vacation time will be subject to availability during the year.
3. Vacations will be granted on a rotational seniority preference basis within the designated vacation groups on each shift for the following calendar year. Clarification: Block weeks will be awarded until the allotments for the desired week has been filled by rotational seniority order.

4. No employee, regardless of seniority, will be able to bump other employees from pre-scheduled vacation weeks.
5. Requests for block vacations made outside of the advanced scheduling period will be made at least one (1) day prior to the date the vacation is to be effective. Approval will be granted on a first-come, first-serve basis. All requests for vacation made outside the advance scheduling period must be submitted **using the electronic system**. In the interest of best practices and continuous improvement, the Company reserves the right to upgrade and modernize the process of administering vacation requests, approvals and other functionality which can be improved. Changes to the process of administering vacation which conflict with this Article will be discussed with all Shop Chairpersons and implemented with mutual agreement.
6. Approval for granting one (1) day at a time vacation requests will be at the sole discretion of the Company for all requests above the two percent (2%) allowed for single days. All vacations, weekly and single days, will be posted in each respective vacation group on the **digital** vacation board.
7. A maximum of two (2) weeks of unused vacation entitlement from the previous year may be deferred to the next succeeding vacation year. **Any surplus of vacation above the maximum amount will be paid out.** However, employee(s) who have been on an approved leave of absence or workers compensation leave in excess of six (6) continuous calendar months within a vacation anniversary year, will be allowed to carry over any unused vacation into their next vacation anniversary year.
8. If a holiday falls within an employee(s) scheduled vacation, such employee will be granted an additional day off with pay, to be scheduled at a later date during his/her vacation anniversary year in accordance with normal single day vacation scheduling or the employee may elect to receive holiday pay for such day as though the employee were not on vacation.
9. Vacation anniversary dates will not be readjusted for leaves of absence or periods of layoff.

10. Vacation time cannot be borrowed ahead of anniversary date and no advanced vacation pay will be granted. However, advanced vacation pay will be granted where an employee's anniversary date falls within the week of a plant shutdown and is requested to cover lost wages for such period.
11. If an employee pre-schedules a vacation during the advanced scheduling period and subsequently has a position change, his/her vacation will transfer to his/her new work area. However, no backfill of vacation will be done in the work group from which the employee vacated.

## **ARTICLE 11**

### **LAYOFF/RECALL**

#### **LAYOFF/RECALL/REDUCTION IN MANPOWER**

**Section 1.** In the event of a layoff a minimum of ten (10) business days' notice will be given to employees, unless longer notice is prescribed by law. All layoffs and reductions in manpower will be conducted within affected classifications as outlined below:

The Job Posting provisions of Article 12 and Transfer of Shift provisions of Article 13 will be frozen for thirty (30) calendar days prior to and fifteen (15) calendar days following the effective date of a mass layoff or permanent reduction.

- A. Probationary employees will be the first to be reduced from the classification.
- B. If it is necessary to reduce additional manpower due to reduction of force (layoff) or reduction of manpower within a work group, the following procedures will apply:
  1. Reduced employees will first fill an opening within their classification and work group on their current shift, being given the choice of openings by top seniority. If no opening exists, the employee will displace the least senior employee within their

classification and work group on their current shift, given the employee holds seniority to do so.

2. A) Reduced employees will fill an opening in their classification or utility team classification within the Department on their current shift being given the choice of openings by top seniority. If no openings exist, the employee will displace the least senior employee within their classification first, then in other classifications within the Department on their current shift, save and except joint selection process or specialized required skill classifications. If the employee chooses to **displace the least senior employee** as in 2(A), the employee will be required to use a job bid and forfeits his displacement rights back to the previous work group and classification. **Reduced employees will be moved by the third Monday from the time the reduction/layoff goes into effect.**

or

B) Reduced employees will fill an opening in their classification on another shift in the workgroup first, being given the choice of openings by top seniority. **If no openings exists,** then will displace the least senior employee within the classification in the workgroup. If no openings exist or the employee cannot displace within the workgroup, the employee will fill an opening in the Department on another shift in their classification, being given the choice of openings by top seniority, then will displace the least senior employee on another shift within their classification in the Department. If the reduced employee cannot displace the least senior in their classification within the Department they will fill an opening in the Department on **their current** shift in any other classification, save and except any joint selection process and specialized required skill classifications, being given the choice of openings by top seniority. If there are no opening(s) they will displace the least senior in the Department. Senior employees in any classification, save and except any joint selection process and specialized required skill

classifications may invoke their seniority to be displaced from the Department. Those who invoke their seniority to be displaced will forfeit their displacement rights back to Department and work group.

3. Reduced employees in a “required specialized skill” classification that have been displaced from their Department, may first fill an opening in their classification in another Department if available, and lastly, displacing the least senior employee in their classification in another Department. To ensure retention of a sufficient number of trained employees, the reduction procedure may be extended up to one hundred and twenty (120) calendar days to allow sufficient training time.
  4. Employees who do not have sufficient seniority to bump as outlined above will have their choice of assembler and utility team openings by Department on a plant wide basis in seniority order, then lastly displacing junior employees in the assembler and utility team classifications.
- C. It is understood that less senior employees currently working in the classification may be retained if more senior employees being reduced from their classification with plant seniority do not have the specialized skills to perform available work. “Specialized Required Skills” are defined as and limited to Cab Finish/Repair, Painter, Stripper, Paint Inspector, certified aluminum Welder, certified steel Welder, FAB shop, Komo Operators, Switcher Operators, Paint Robotics Technicians, Production Electrician Techs (Offline, pool 3 and 8, **and Finish Cab**), Systems Techs, QC Auditors, CAT Team, QA Lab and CMM Operator. In this instance, the next least senior employee on the plant wide seniority list will be placed on layoff in place of the retained employee. It is understood, an employee is not permitted to return to a “Specialized Required Skill” by displacing a less senior employee currently in the position to prevent lay-off.

- D. During periods of reduction the Company and the Union recognize the need to keep the skill base of the Utility Team Members within the Department therefore, the Utility Team classification cannot displace plant wide. Should they be unable to displace within their Department they will follow the stated process in Section 1 of this Article.

## **Section 2.**

- A. Recall to Assembler and Utility Team Member classifications will be by plant seniority. Recall to other classifications will be in the reverse order of layoff from those classifications. Recalled employees who have been laid off for one (1) year or more will have their displacement rights suspended for up to a period of six (6) months. Recalls from a voluntary layoff will be conducted as outlined in Section 3 of this Article.
- B. Employees recalled from layoff in excess of six (6) months or who may have been ill or injured while on that layoff will be required to satisfactorily complete a return to work physical as required by the Company. Such return to work examinations shall be consistently applied to all returning employees. It is understood that additional criteria may be required where injuries or illnesses are known to have occurred.

Employees recalled from layoff who fail to report for a scheduled return to work physical without a justifiable reason will be terminated. The Shop Chairperson will be notified, in writing, of all employees terminated for this reason at the time of termination.

### **See Common Language**

Disputes arising between the opinions of the employee's physician and the Company's physician concerning the medical suitability for available work recalled to, will be settled by an independent physician mutually selected or a professional medical organization. All costs associated with the independent examination shall be shared equally



by the parties and such final decision by such independent physician or organization will be final and binding on the Company, Union and the employee.

- C. Any employee refusing recall from layoff to the job classification from which he was originally laid off, other than for temporary summer help, will be considered as a voluntary termination. Recall to any other classification will be voluntary. No subsequent opportunities for recall to a classification other than the classification from which the employee was originally laid off will be offered.
- D. Employees who are working in another classification as a result of an involuntary displacement, will be given consideration to return to an opening in their previous regular assigned Department and workgroup. Employees in the same classification working in another work group as a result of an involuntary displacement, will be given the opportunity to return to an opening in their previous regular assigned Department and workgroup. In the event there are employees in both categories listed above, the opening will be filled first by the most senior employee. Employees who decline the opportunity to return will lose all future rights of return.
- E. Prior to recalling a “specialized required skill” classification out of seniority order, the Company will post the specific job provided there are no displaced employee(s) from those classifications currently working in the plant with the exception of Production Electrician Technicians, Systems Technicians, and Robotic Technicians. Employees who are on voluntary layoff from a “specialized required skill” classification, with seniority to be in the plant, will be contacted prior to posting and must return as required in voluntary layoff provisions.
- F. During periods of recall if there are openings in the Utility Team classification within a Department, employees displaced from that Department regardless of the previously held classification in that

Department will be offered the opportunity to fill the opening before a less senior Utility Team Member is recalled to that position.

Those employees offered the opportunity to fill the Utility Team opening and were not displaced from the Utility Team classification in that Department will not forfeit their displacement rights to the previously held classification in the Department if they decline the opportunity. They will not be solicited again for an opening in their “Home Department” until their original classification by seniority becomes available.

Those openings not filled through the above stated circumstances in the Utility Team classification but are being filled during a period of recall from layoff will first be filled by those employees who held the Utility Team classification in that Department before being laid off by either a job posting or displacement by seniority.

**Section 3.** During a layoff, employees who are notified that they will be displaced from their current classification may, instead of being displaced, request a voluntary layoff, which will be granted. Requests for voluntary layoffs must be written and signed by employees and submitted to a representative of the Human Resources within three (3) working days following notice of displacement.

Employees who take a voluntary layoff will not be recalled until such time as an opening becomes available in the job classification (“Home Work Group”) they occupied at the time of their voluntary layoff.

**Section 4.** A Shutdown week(s) occurs when the normal operations of the Plant are curtailed for a period not to exceed one (1) week. This period may be extended with mutual agreement. Such agreement will not be unreasonably withheld. During such time, employees required for essential operations will be selected in the following manner:

1. **Once the number of employees needed is determined, senior qualified volunteers from the essential work groups will be selected first, then qualified volunteers will be selected by seniority within the Department on all shifts. Employee(s) must**

sign the shutdown sheets for the appropriate workgroups and/or Department to be considered.

2. If a sufficient number of **qualified** volunteers are not obtained by the above procedure, the least senior qualified employees from the essential work groups on the shift the work will be performed will be required to work, unless qualified former employees from the work group volunteer on a posted secondary list. The Company **will use an updated skills training matrix** to determine qualifications. Employees will be notified by mid-shift on Thursday prior to the Shutdown week for those scheduled to work the following week.
3. When possible any disputes between the “parties” over who is selected to work will be addressed before the actual shutdown week takes place and will be reviewed by both parties to reach a mutual agreement. Management will inform the Union Immediately if question exists.

**Section 5.** A shutdown day occurs when the normal operations of the facility are curtailed for a period less than one (1) production week. This period may be extended with mutual agreement. Such agreement will not be unreasonably withheld. During such time, employees required for essential operations will be selected in the following manner:

1. **Once the number of employees needed is determined, senior qualified volunteers from the essential workgroup(s) will be selected first, then qualified volunteers will be selected by seniority within the Department on all shifts. Employee(s) must sign the shutdown sheets for the appropriate workgroups and/or Department to be considered.**

2. **If a sufficient number of volunteers are not attained by the above procedure, least senior qualified employees will be mandated from the essential workgroup(s) on the shift in which the work will be performed unless qualified former employees from the work group volunteer on a posted secondary list. The Company will use an updated skills training matrix to determine qualifications. If the**

shutdown period is less than one (1) week, scheduled employees will be notified as soon as possible.

**Section 6.** When it becomes necessary to send a partial workgroup(s) home due to a temporary condition of no work (less than eight (8) hours), least senior qualified employees within the affected workgroup(s) will be retained, if necessary, to perform essential work. Employees with more seniority from the affected workgroup(s) who are able to perform the work may invoke their seniority thereby being retained before the least senior employee.

## **ARTICLE 12 JOB POSTING**

**Section 1.** Whenever a new opening is created or a permanent vacancy occurs within the Bargaining Unit, the position will be filled in accordance with the procedure outlined below:

A vacancy or opening is an unoccupied opening which will require replacement or addition.

A period of recall (of not less than fifty (50) employees) is defined as the period of time for suspending the provisions of job postings and shift transfers as listed in Section 1 of Article 11.

During periods of layoff, the job posting procedure will be utilized for openings not filled by Article 11 Section 1 or the following steps:

- A. Solicitation by seniority within the work group and classification in which the opening(s) exist that is not during a period of recall. The solicitation process will consist of a minimum of two (2) openings (original opening and one (1) subsequent opening) being solicited to fill the opening(s). Any employee accepting an opening through the solicitation process will be charged one (1) job bid.
- B. Displaced Employees

Clarification: Employees who are working in another classification as a result of an involuntary displacement, will be given the opportunity to return to an opening(s) in their previous Department and “regular assigned work group”. Employees in the same classification working in another work group as the result of involuntary displacement will be given the opportunity to return to an opening(s) in their previous Department and “regular assigned work group”. In the event there are employees in both categories listed above, the opening(s) will be first filled by the most senior employee. The employee will forfeit all rights back to the classification and or work group in which they decline displacement rights. Openings due to employee(s) holding Union positions will be filled in accordance with Article 12. Upon returning to work from a Union position the employee(s) may displace the least senior employee in the workgroup **and classification** they **were last awarded**, provided they hold enough seniority to do so. If unable to displace the least senior employee, the employee(s) determined to be displaced will be reduced in accordance with Article 11.

Employees returning from an approved long term military leave will have displacement rights back to their home workgroup, provided they have seniority.

- C. If there are no employees affected by displacement or all displacement rights to the Department and work group have been exhausted, then the opening will be posted. However, during periods of recall, assembler and utility vacancies not filled by displacement rights, will be filled by recall in plant seniority order.

Notice of vacancy will be posted **in digital format accessible to all employees**, including:

1. Department
2. Workgroup & Team
3. Shift
4. Classification and Top Rate of Pay
5. Date & Time of posting
6. Rotation Pattern (where applicable)

The name(s) and seniority date of the selected employee(s) to fill the opening(s) will also be posted after the opening(s) is filled. Job postings will be reviewed by the Union. A Union Representative will review this selection process.

The parties recognize due to ergonomic purposes and the need to diversify skills in a team, and provide ergonomic relief rotation among positions in the team(s) will be required.

It is understood and agreed by the parties that the Job Posting Article will be utilized at all times that the plant is in operation building trucks, except thirty (30) calendar days prior to and fifteen (15) calendar days following the effective date of a mass layoff or permanent reduction.

An employee with six (6) months of seniority who desires to fill an opening(s) may file a job bid on an agreed upon form to be supplied by the Company. Employees will not be eligible to job bid if they are in the Attendance Control Program (ACP) at the time of the posting. There shall be two (2) transfers allowed in a twelve (12) month period. No employee will be allowed to job bid while on a medical leave of absence.

Job bid requests will be honored on a seniority basis except for the positions of: Team Leader, CI Facilitator, OU Trainer, TOS Implementation Team Member, Production Technician, **Skilled Trades, Plant Clerical**, QA LAB, **and** CAT.

Said positions will be filled using a Joint Selection Committee comprised of equal number of designated members from the Company and Local 3520. **The Joint Selection process will be mutually agreed upon by the Company and the Union.** Employees cannot interview for a Joint Selection Process job while on a medical leave of absence. Candidates who bid on a Joint Selection Process and require an interview, **as well as candidates who bid on any tested position,** will be interviewed **and/or tested** within thirty (30) calendar days from the candidates being identified on the awards list. If the candidates are not interviewed **and/or tested** within this time frame the job will be awarded to the most senior candidate that applied.

The position of Systems Technician will be filled with the most senior applicant capable of performing the functions of the job.

When an opening(s) has been posted for two (2) working days (48 hours from the time and date of posting) the posting shall be removed from the **digital format being used** by a Company and Union Representative, and no more job bid forms will be accepted. Job bids will be posted on Thursday and closed out on Tuesday of the following week. If an employee is interested in a position, which may be posted during his vacation, he may file a written application (time stamped) with the Human Resource Department for vacancies that might occur during his absence.

When an employee has been awarded a job change, he must accept the position.

**Section 2.** To ensure retention of a sufficient number of trained employees in a regular assigned work group, transfers through the job posting procedure will be limited to fifteen percent (15%) of the employees but not less than one (1) employee from a regular assigned work group consisting of twenty-five (25) or fewer employees in a thirty (30) calendar day period.

**Section 3.** When the Company has honored an employee's job bid, the employee will be eligible for one (1) subsequent job change during the twelve (12) month period in which the job was awarded. Only the initial vacancy and one (1) subsequent vacancy will be filled through this job posting procedure. After these two (2) postings, the opening will be open to senior volunteers within the work group. If unfilled, the opening will be available to the senior volunteers within the Department. In either case, employees who accept the opening will be charged with one (1) job bid. If the senior volunteer has exhausted his two (2) job bids they may still volunteer to fill the opening provided the position is at a higher rate of pay. Thereafter, opening(s) that are not filled from within the Department may be filled from recall/hiring.

**Section 4.** Administrative procedure for the Job Change Bid System

1. The Job Bid Request System will include the following:

- A. The system will use a **submission process that provides time stamped records of submission to the employee, Union, and the Company.**
- B. An employee must submit a bid form during the designated job posting time frame.
- C. When the job bid is **submitted**, it becomes final. **However, the employee has the right to withdraw their job bid if they do so before the posting time frame ends. Doing so would not cost the employee a job bid.**
- D. The posted awards **will be available to all employees in digital format and will show all opening(s) and the employee(s) awarded the position(s).**
- E. If the successful bidder cannot be moved within the twenty (20) calendar days, they will be paid the appropriate rate of the new position. The Company will make every effort to transfer the employee to their new team within twenty (20) working days, not to exceed thirty (30) calendar days. If the need exists to hold the employee on their old position for more than thirty (30) working days, the Supervisor will inform the employee's District Representative, in writing, of the reason for the delay. **Failure to inform the employee's District Representative of this shall result in the employee moving to the awarded position immediately.**

After an employee transfers to another position, they shall not exercise a shift preference for a period of thirty (30) working days. **Performance review meetings discussing the employee's progress and any needed improvements will be held at fifteen (15) and thirty (30) working days with the employee, Management and the Union.** If during **the first** thirty (30) working day period **in the new position**, the Company determines that the employee is not capable of performing the required work, they will be assigned to an open position on a plant-wide basis taking into account their seniority and medical restrictions. **If the employee believes that they are not capable of performing the required work during this thirty (30) day period, they will be assigned to an open position on a plant-wide basis taking into account their seniority and medical restrictions.**



- F.** In cases where an employee is selected for two (2) or more openings at the same time, the individual may choose between which opening he wishes to fill. In cases where the accepted position becomes invalidated prior to the employee being moved the employee will have the option of accepting the other position (provided it has not been filled) or remain in their old position. If they elect to remain in their old position, **they will be charged a job bid.** All invalidated job postings will be posted **via the digital format being used** with specific job number, bidder(s) and reason for invalidation.
- G.** All job postings, awards, and invalidations will be posted on CLE-online (or plant system) for viewing purposes only.

## **Section 5.**

1. The parties discussed the need to implement Utility Teams within each Department. The functions of this group may include, but are not limited to, filling in for manpower shortages, filling in as extra help on tough truck options, garage repairs, special continuous improvement projects, special quality improvement projects, and training.
2. Members of the Utility Team will be assigned to specific workgroups within a Department. **The average MAV for these workgroups will be included by the Company in determining the size of the Utility Team.** Utility Team members will be deployed to areas within the Department as necessary to assist with the functions listed in number one (1) above. Selection for Utility Team positions will be by plant seniority. In the event a Utility Team position is not filled through the posting procedure, employees will be solicited from within the Department first, then plant wide. Accepting a position through solicitation requires the use of a job bid.
3. Due to the unique nature of the Utility Team, the team members will be exempt from Article 12-Job Posting, Section 6, (b), as the position requires significant flexibility to handle unlimited daily job reassignments and meet the unique requirements of daily

truck production. During the job assignments process, Utility Team members will be assigned based on their skills and the needs of the Department.

**Section 6.** The parties recognized there are times when employees will need to be re-assigned on a temporary basis to other opening(s) to meet daily production needs. These re-assignments may result from absenteeism, adjustments in equipment uptime/downtime, and high labor content.

When the need arises to re-assign employees (with the exception of skilled trades) on a temporary basis either within the Department or to another Department, the able and available Utility Team members will be the first to be assigned. When all able and available Utility Team members have been assigned on required to run jobs or to functions with high complexity due to model or option mix, other employees may be assigned by the least senior employee (outside of the probationary period) within the department first, then outside of the department who is able and available to perform the necessary position, these employees will be paid one (1) pay grade higher than normal rate. If employee is unable to perform this temporary assignment independently/efficiently, qualified assistance will be maintained.

All classifications fall within the above guidelines, with the exception of the following list below. When all options listed above have been exhausted, movement will follow the following prioritization by least senior able and available within the Department, then outside the Department within these classifications:

1. TOS Rotational Team Member
2. Complexity
3. TOS Implementation Team Member
4. Production Tech, CI, Materials CI/Standards Team Member
5. Production E-techs
6. OU Trainer
7. Team Leader

A transferred employee will be paid the rate of his classification or the rate of the temporary classification; whichever is higher, for the time worked on the temporary assignment. Temporary assignments will be considered vacancies and the positions will be posted, (unless the employee is on an approved leave) if filled by temporary assignment for more than thirty (30) days in a sixty (60) consecutive day time period. Openings due to employee(s) on long term medical leaves will be filled in accordance with Article 12. Upon returning to work from Long Term medical the employee(s) will have the right back to the workgroup they vacated prior to medical leave, provided they hold enough seniority to displace the least senior employee. If unable to displace the least senior employee in the workgroup, the employee(s) will be displaced in accordance with Article 11. The time period of thirty (30) days in a sixty (60) consecutive day time period may be extended by mutual agreement when presented in writing due to model mix variations, new product launch **or volume adjustments**.

- (a) A workday is defined as any time spent in a “non-regular” workgroup.
- (b) Employees are limited to no more than two (2) moves on a daily basis, unless the employee volunteers to move.
- (c) When the Company deems it necessary to temporarily back-fill a Team Leader:
  - 1) The most senior displaced Team Leader within the Department will first be offered the opportunity to back-fill.
  - 2) The most senior volunteer within the Team.

**Section 7.** Any employee remaining at work or recalled after a layoff with less seniority than laid off employees will be excluded from exercising job bidding rights until employees with greater seniority have been recalled.

## ARTICLE 13

### TRANSFER OF SHIFT

#### Section 1. Shift Preference

An employee with one (1) year of seniority who is capable of performing the required work may displace the least senior on a different shift within the same work group and classification subject to the following:

- (a) Requests for shift preference must be made **using the digital format.** Copies of the **shift preference submission** will be provided to the employee, the Human Resources Department, and the Union. The shift preference **submission window will close** Thursday at 11:00 a.m. of each calendar week. Employees, who wish to withdraw their request, must do so prior to **Thursday at 11:00 a.m.**, without penalty. If the employee elects to withdraw their shift preference at any time after it is approved and processed (prior to being moved), the employee will be charged with two (2) shift preference moves. Under this scenario, employees who do not possess two (2) shift preference requests will not be allowed to withdraw their request.
- (b) No more than two (2) shift preference transfers shall be granted to any employee in a twelve (12) month period. Once the employee has been moved they will not be allowed to use another shift preference for ninety (90) calendar days.
- (c) Employees will be moved to the shift requested no later than the third Monday following receipt of the employees date/time stamped request to the Human Resources Department. Both employees involved in the shift preference will be notified, in writing, at the time of their notification. All employees involved in the shift preference will be given a two (2) week notice. Both moves will take place simultaneously on the first day of the work week unless the displaced employee is granted a hardship extension. All affected employees and Shop Committeepersons shall be notified within twenty-four (24) hours of the shift preference being processed.
- (d) Employees displaced as in (c) will not be available for displacement again for thirty (30) calendar days from the effective date of their displacement to another shift by a more senior employee.**
- (e) Probationary employees may not be displaced.

- (f) Any employee involuntarily displaced to another shift by the Company, after using a shift change preference shall have shift change rights reinstated.
- (g) Employees who volunteer to move to start a new shift will not be charged a shift preference. They will be required to remain on the new shift for thirty (30) working days before being allowed to submit a shift preference.
- (h) When a more senior employee volunteers to be moved in lieu of the least senior employee, he/she will be charged a shift preference and will follow all guidelines pertaining to a shift preference.
- (i) Employees who have been issued the second warning in the disciplinary steps of the Attendance Control Program (ACP) for chargeable time, will not be eligible to initiate a shift preference.

## **Section 2. Shift Adjustments**

When it becomes necessary to balance the number of employees from one (1) shift to another shift within a work group and classification, the senior employees who are capable of performing the required work will have the opportunity to volunteer before the least senior employees within the work group and classification are reassigned to offset the imbalance. All employees will be given a minimum of two (2) week notice. The Company will consider an employee's personal hardship, which prevents the employee's reassignment. In no event will reassignments be delayed beyond a reasonable period of time to resolve the employee's hardship. Any hardships must be approved by Human Resources, who will notify the Shop Chairperson in writing of time extensions allowed to employees due to hardship. This section applies only to situations where no employees are being affected by a reduction through a layoff.

## **ARTICLE 14 LEAVE OF ABSENCE (See Common Language)**

**ARTICLE 15**  
**DISCIPLINE AND DISCHARGE**  
**(See Common Language)**

**ARTICLE 16**  
**HEALTH AND SAFETY**

**Section 1.** See Common Language

**Section 2.** See Common Language

**Section 3.** See Common Language

**Section 4.** See Common Language

**Section 5.** See Common Language

**Section 6.** See Common Language

**Section 7.** See Common Language

**Section 8.** Local Specific Issues

- (a) **The Company & Union agree to mutually assess welding and laser fume capturing, extraction & collection in all welding and laser cleaning areas in CTMP & CTS & implement improvements where assessments show deficiencies. Mutual assessments will be completed as soon as practical.**
- (b) Safety procedures, **required** PPE **and** **required** equipment/tooling within standard work instructions will be maintained and updated as necessary. Standard work instructions are subject to change. It is understood that some standard work instructions do not contain safety procedures.
- (c) The Company will **maintain** air purifying unit(s) for the Plant Clerical Offices (Main offices in south side of 200 building condo). **The Company will assess CLEO clerical offices for additional air purifying units.** To be completed upon contract ratification.
- (d) The Company will maintain the practice of limiting spray painting outside of paint booths to low volume minor touch ups with

aerosol cans. **Low volume touch up areas throughout CTMP & CTS will be mutually assessed for** potential overexposures and portable exhaust systems.

- (e) The Company will maintain standard work instructions that include safety procedures **& warning signs** to ensure that employees are not put at risk when trucks, **including those missing components/parts**, are driven. Employees required to drive trucks will receive appropriate training in those safety procedures. **No employee will sign off quality cries as completed that negatively affects the safe operation of trucks driven in and around the facility i.e. missing or unsecured steering components, drivelines, axles, side fairings, steps & brackets, deck plates, etc.**
- (f) Training in safe tow truck operation will be provided to appropriate personnel prior to operating tow trucks, including correct rigging. Refresher training will occur every three (3) years.
- (g) Air nozzles will not be used to blow out/clean equipment in welding areas. Employees will be trained in the safe use of air nozzles for cleaning.
- (h) Orbital sanders **used in areas without adequate ventilation shall be** equipped with local exhaust ventilation or dust collection bags. **This will be required in all Paint Prep areas.**
- (i) Line Spacing/Speed

The following items should be maintained during production:

1. The Company **will** establish a safe spacing distance between units on the chassis lines throughout the production process. Management will ensure that the established safe spacing distance is **maintained and** enforced on both chassis lines.
2. When a dolly pin is manually pulled from a chassis during normal assembly operations, the chassis will not be left unattended. **An unpinned chassis will be re-pinned at (the established safe spacing) distance from the forward chassis with an ergonomic assist i.e. power pusher where practical.**
3. **The JSSC will evaluate safe chassis spacing due to the increased size of vocational chassis and determine any**

**improvements within two (2) months of ratification. Mutual improvements determined by the JSSC will be implemented and communicated to management.**

**4. The Company will train Supervisors on the importance of safe line spacing.**

(j) CNG/LNG

The following items should be maintained when working with CNG/LNG units:

1. The use of spark-producing tools will not be allowed in designated hazardous locations.

2. Smoking is not allowed within ten (10) feet of a CNG/LNG unit and twenty five (25) feet of a filling station.

3. The established DTNA CNG/LNG Vehicle Safety Awareness Instructions will be used in training employees of their responsibilities. The training will be documented.

**4. The Company will develop and implement a clearly defined preventive maintenance program for CNG pony tanks and transport carts. To be completed within one month of ratification.**

(k) The CTS facility will investigate upgrading to ergonomic creepers for under chassis processes.

(l) The TOS Implementation Team will **continue to** use the CTMP Kitting, Work in Process and Lineside Racks/Carts Ergonomic Guideline Checklist to eliminate or reduce ergonomic risk to team members.

(m) The Company will monitor the Cab Staging area and aisles around the north main aisle to maintain **safe** spacing and aisles clear of materials and cabs. **The Company will maintain safe spacing of 28 inches around cabs for In-process units between Cab Upload Staging & Testing. Sleeper cabs must be manually moved with a minimum of two (2) team members when an ergonomic assist is not available.**



- (n) Air quality industrial hygiene surveys will be done **periodically** in Offline and Pools 3, 8 & 9 to address any concerns with diesel exhaust and diesel exhaust treatment. **The first survey** to be done within **nine (9)** months of contract ratification.
- (o) The Company will develop **and maintain** a management process to address dolly paint accumulation and cleaning. **Team members will be trained as to their responsibilities in the process.**
- (p) **CTS will purchase a new battery cable stripper with all required guarding. The new battery cable stripper will be mutually selected including Company and UAW Safety.**
- (q) **A hazard assessment will be performed with UAW Safety Rep., Plant Safety, CTS Supervision and the CTS Shop Chairperson to determine potential point-of-operation guarding improvements on the iron worker at CTS.**
- (r) **The Company will convert applicable paint booth exhaust systems to an automatic damper system to keep proper booth air balance maintained, where paint booths are capable of damper exhaust. The Maintenance/Facilities Manager will review the current PM process for paint booth filter changes with the JSSC. The JSSC will determine if changes need to be made.**
- (s) **The Company and Union will investigate increasing fresh air supply to surrounding work areas around the Hood Paint Robot booths and ovens i.e. Hood Build-Up, Hood Kitting & Paint Load. Mutually agreed upon corrective actions will be implemented.**
- (t) **The Company will segregate paint booth sludge systems and retention tanks from production processes in the 400 building. The Hood Paint booth sludge system and retention tanks will be assessed for proper segregation from production areas.**
- (u) **The Company will investigate the feasibility of reversing the position of cab carriers on the overhead Web Stiles conveyor from ASRS to Final Cab.**
- (v) **The Company will ensure the availability of spare exhaust fans and fan motors. The Company will also ensure back up air supplied respirators are available in tool crib.**

- (w) The Company will upgrade or replace the current Hood Paint robot paint supply cabinet. The design will be reviewed by Company Safety & UAW Safety prior to installation.
- (x) The Company will install additional air movement devices, if determined to be necessary based on the heat index, for the Offline (500) Building as determined by Company Safety & UAW Safety.
- (y) The Company and UAW Safety Rep will perform a hazard assessment and investigate potential improvements for fuel tank sequencing in the Fuel Tank Fabrication area (Refurb building).
- (z) The Company will investigate the weight capacity & stability of chassis dollies and risers; and investigate rear axle cradle & slide improvements for chassis dollies to determine if upgrading chassis dollies and risers are necessary. If investigations deem necessary actions are required, the Company commits to the necessary upgrades. The Company will keep the UAW informed of the progress through monthly JSSC meetings.
- (aa) The Company will ensure that all Plant Clerical team members in the main (200) building have access to the PMIA/Engineering restrooms for severe weather shelter access.
- (bb) The Company will investigate prohibiting the practice of getting under moving chassis units on the chassis conveyor lines in the JSSC. Joint hazard assessments will be performed to determine potential corrective actions. Proposed corrective actions will be reviewed with the JSSC and action plans created.
- (cc) The Company will increase paint booth exhaust in Chassis Paint to eliminate paint overspray encroaching from the booths into surrounding work areas.
- (dd) The Company and Union will perform a joint hazard assessment of the Buffer Chassis stations at Teams 402/403 in Pre-Paint Chassis to reduce the exposure risk of cut, bump, pinch and crush hazards.
- (ee) The Company will discuss, through the JSSC, new manufacturing technologies (operations related) that they intend to implement, prior to design phase. This applies to new

manufacturing technologies for artificial intelligence, cobots, nanotechnology in 3D printing, processes for hydrogen vehicles, and processes for electric vehicles.

(ff) The Company and Union will perform a joint hazard assessment of suspended tooling with the Manufacturing Engineering Dept. and will implement corrective actions for high-risk findings.

(gg) The Company will purchase and install a manipulator and investigate the possibility of designing different kit carts for moving battery boxes and tool boxes in the Materials Super Cell within six (6) months of ratification.

(hh) Medical Personnel

In order to ensure prompt qualified medical attention, a nurse, or Company designated First Aid Responder will be readily available in the plant during production hours to render first aid as required. This will also apply during periods of overtime when at least fifty (50) employees are scheduled to work. In addition, a list of trained personnel for emergency response purposes will be posted in the Nurse's Station. The listed trained personnel will also be certified in basic first aid and CPR.

In-plant ambulances will be provided which can transport injured employees on a stretcher/gurney. These ambulances will be designated for the sole use of in-plant transportation of employees who are sick or injured. The Company will provide necessary medical supplies, oxygen, diagnostic equipment and portable defibrillators. Eight (8) trained persons for 1<sup>st</sup> shift, two (2) trained persons for 2<sup>nd</sup> shift and one (1) per shift without production, trained to a minimum level of first aid responder, will be available on all shifts during the week (2 per shift at CTS). The Company will provide the opportunity for employees to volunteer as an emergency responder. The emergency responders will receive emergency response training monthly. The UAW Safety Representative and Plant Safety will select emergency responders from available volunteers. Each emergency responder will be provided a communication device and have access to the Medical Department. All medical staff will be provided training on common terms for areas in our facility. Employees, who wish to discuss their medical issue(s) in private, will be provided an area to do so.

**ARTICLE 17**  
**NO STRIKES OR LOCKOUTS**  
**(See Common Language)**

**ARTICLE 18**  
**NO DISCRIMINATION**  
**(See Common Language)**

**ARTICLE 19**  
**SOURCING**

**Section 1.** A Cleveland TMP/CTS Center Sourcing Committee will be a joint committee comprised of three (3) Company Representatives and three (3) Union Representatives. The purpose of the committee will be to evaluate the feasibility of insourcing and outsourcing parts, assemblies, and any other manufacturing process used to manufacture products made or assembled at the Cleveland Plant.

- (a) Sourcing Representatives shall function on an "as needed" basis and will meet with the Company's Representatives to discuss issues such as cost, time, and feasibility of specific insourcing and outsourcing proposals upon request from the Union or Company.

**Section 2.** Sourcing Committee procedures:

- (a) Location Management will advise the Committee and Shop Chairperson, on any local studies concerning changes that would be subject to insourcing or outsourcing in any area of the facility used for the manufacture of any of the Company's products. Reviews that are coordinated by the Corporation and/or are included in Corporate-wide initiatives may be excluded from this process. In either case, the Shop Chairperson will be notified within thirty (30) days, in writing, of the contemplated outsourcing action. Both parties recognize studies and evaluations must be conducted prior to a recommendation to

outsource in order to determine the feasibility, production and cost impact associated with the potential proposal.

- (b) On completion of the study, all relevant data used by the Company will be provided to the Shop Chairperson and the UAW Sourcing Representative(s) which could be used in making a decision. Relevant data will include as applicable, material, labor, capital requirements, tooling cost, transportation cost, and warranty considerations. Reasonable requests for additional information will be provided in a timely manner by the Company.
- (c) The Sourcing Committee will provide a response to the sourcing question within two (2) weeks of the sourcing study.
- (d) In the event the UAW Sourcing Representative(s) has a matter he wishes to have considered in the Sourcing Process, the matter will be presented to the Management Sourcing Representative and considered for study. In the event Management does not agree the matter warrants an expenditure of resources for a complete study the UAW Sourcing Representative(s) will be advised in writing within two (2) weeks of the time it's turned in. In the event Management determines the study to be viable, the Union will be provided an estimated time for completion. UAW local Chairperson may wish to pursue any sourcing projects with the UAW Heavy Truck Department.
- (e) The facility Plant Manager/CTS Manager and Shop Chairperson will be responsible for assuring the Sourcing Process as described above is followed and not violated.

## **ARTICLE 20 MISCELLANEOUS**

### **Section 1. Work by Management Personnel**

Non-Bargaining Unit personnel shall not perform Bargaining Unit work covered by this Agreement except in the following instances:

- A. To instruct or train employees.

- B. To assist employees in emergency situations which are rare, unusual, and extraordinary in nature.
- C. On experimental work, including pre-series, provided the Union has been given prior notification as to the specific nature of the work and its anticipated duration.

The Company acknowledges it is not their intent to perform Bargaining Unit work.

In situations where the Union determines there are ongoing issues with a specific member of the Management Team doing Bargaining Unit work, the situation details will be communicated to the Manager of Human Resources. The Manager of Human Resources will conduct an investigation, review the outcome of the investigation with the Plant Manager and implement appropriate corrective actions. The Union Shop Chairperson will be **provided details of the timeframe of the investigation and conclusion.**

It is also understood that Bargaining Unit employees will not perform management responsibilities e.g. issuing discipline, approving timecards, approving vacation request, and approving overtime.

**Section 2. Medical Personnel – See Article 16**

**Section 3. Emergency Notification Procedures - See Common Language**

**Section 4. Break Areas, Cafeteria and Restrooms**

The Company will continue to maintain the current cafeteria, restrooms, amenities area and break areas in a clean and sanitary condition.

**Section 5. Garnishments - See Common Language**

**Section 6. Extreme Bad Weather Conditions - See Common Language**

**Section 7. Work Related Physical Exams - See Common Language**

**Section 8. Conflict between Company Rules and Contract- See Common Language**

**Section 9. Bulletin Boards - See Common Language**

**Section 10.** Injury to Employees - See Common Language

**Section 11.** Unjust Incarceration - See Common Language

**Section 12.** Joint Cafeteria Committee

There shall be a Joint Cafeteria Committee consisting of **Five (5)** members of the Union and **Five (5)** members of Management. The Committee will meet as needed, to review the quality and pricing of the food and reliability of the vendor, the condition of the cafeteria and vending areas (amenities), make recommendations for improvements and monitor these activities to address the concerns of the employees. The Joint Cafeteria Committee will be included in the evaluation process and recommendation prior to renewal of current vendor contract(s) or establishment of a contract with a different vendor. The Company will make the final decision for selection of food service providers.

**Section 13.** Tools - See Common Language

**Section 14.** Alcohol and Drug Abuse - See Common Language

**Section 15.** Pay Practices - See Common Language

**Section 16.** Voting Area in Plant

The Continuous Improvement room located in the cafeteria **(additional space will be provided upon request)** will be the designated voting area in the plant for local Union elections. The area will provide a reasonable degree of privacy for the purpose of allowing local Union members to cast ballots in elections for Shop Committeepersons, local Union Officers and Delegates for UAW Conventions. Such voting will take place on employee's breaks, lunch hours, or before or after working hours. It is understood that the Union will involve the Human Resources Department in making arrangements for this activity.

**Section 17.** Joint Orientation Program - See Common Language

**Section 18.** Recreation Club

There shall be a Recreation Club consisting of three (3) members either elected or appointed by the Union and three (3) members of

Management. The Recreation Club shall meet as needed (**quarterly at a minimum**) to jointly administer and budget all joint recreation activities. The Company will fund these activities by providing the Recreation Club Fund with one thousand seven hundred and fifty dollars (\$1750) per month paid on a quarterly basis. The Recreation Club Fund will not be used to finance Family Day/Employee Appreciation Day. The Union, upon request, will have access to all financial information regarding the fund; and all activities and expenditures will be determined by the Joint Recreation Club Committee members. The Company will provide the Shop Chairperson with a quarterly statement.

#### **Section 19. In-Plant Union Office and Equipment**

The Company and Union will jointly agree to adequately equip (including furniture, computers, and file cabinets) the Union office. The Union office will be properly maintained.

#### **Section 20. Training**

Each person in their respective team will be cross trained on at least three (3) positions within their team to a rating scale, level three (3) competences. The three (3) positions shall include the position the employee is currently performing. Training for each position will be as appropriate to attain this level of competence. Employees will not be required to cross train on more positions than there are within the team.

The duration of training will be appropriate to the skills required to attain level three (3) competences. The training **may** consist of **video, safety, regulatory, on/offsite training and/or On-The Job Training (OJT).** Employees will be trained using the Seven (7) Step Training Methodology **approach to OJT. Employees (excluding Team Leaders and OU Trainers) will be paid one (1) pay grade higher while training probationary employees.** Training will be documented on **the current or future** controlled form **for Seven (7) step training documentation** and signed by the employee. **Training documentation** will be available and retained by the employee's **department management team (Manager(s) and/or Supervisors).**



Every department management team (Manager, Supervisor) will complete the bi-annual Process Review Training Aid with every employee who is on department roster. Manager is to sign-off review ONLY when fully completed. Employees who are used to fill in as temporary assignment outside of their department, will not have a process rating added to their employee skill matrix unless mutually agreed at the time Process Review is being completed by the employee and management team.

#### **Section 21. Security Cameras**

Security Cameras and devices will not be used for the purpose of monitoring employees' job performances. Cameras and video equipment may be used for TOS events and continuous improvement purposes.

#### **Section 22. Foul Weather Gear - See Common Language**

#### **Section 23. Badging In**

Employees may enter any location before their shift start time. However, they may badge in no earlier than twenty (20) minutes prior to start of shift. Additionally, employees must badge in and out in their respective Department. It is understood employees are expected to be in their work area and ready to work at shift start time. It is further understood that all time worked must be on paid time.

### **ARTICLE 21 CONTRACT PRINTING (See Common Language)**

### **ARTICLE 22 SCOPE OF AGREEMENT (See Common Language)**

### **ARTICLE 23 AUTHORIZATION FOR CHECK-OFF DUES (See Common Language)**

**ARTICLE 24**  
**PAID SICK LEAVE**  
(See Common Language)

**ARTICLE 25**  
**PAID TIME OFF (PTO)**  
(See Common Language)

**ARTICLE 26**  
**TUITION ASSISTANCE PROGRAM**  
(See Common Language)

**ARTICLE 27**  
**JURY DUTY PAY**  
(See Common Language)

**ARTICLE 28**  
**PAID BEREAVEMENT LEAVE**  
(See Common Language)

**ARTICLE 29**  
**SHORT TERM MILITARY DUTY PAY**  
(See Common Language)

**ARTICLE 30**  
**LEGISLATION**  
(See Common Language)

**ARTICLE 31**  
**SUCCESSORS**  
(See Common Language)

**ARTICLE 32**  
**UAW V-CAP CHECK OFF**  
(See Common Language)

## **ARTICLE 33**

### **SKILLED TRADES**

It is understood that Skilled Trades classifications are recognized solely for administrative purposes relating to vacation, overtime, training, and job posting procedures. No jurisdictional craft restrictions will apply in the assignment of maintenance work. Employees may be assigned to any job to which they are qualified to perform. The Company will determine qualifications in assigning work.

#### **Skilled Trades Probationary Period:**

The Company and the Union agree to implement a one hundred eighty (180) calendar days probationary period for all newly hired employees whether they come from inside or outside the plant. The Chairman of the Skilled Trades Committee designated representative will sit in on all reviews. If it is determined that an employee who came from the plant while on their probationary period does not meet the established criteria or does not perform to expectations he or she will be notified and will be given the opportunity to obtain an opening in the plant. An employee that came from the outside as a new employee will be terminated if they do not meet the established criteria or does not perform to expectations.

#### **Criteria for hiring Journeymen:**

1. Skilled Trades for the purpose of this Agreement shall be those trades and classifications listed below:

Maintenance Mechanic

**Plumber**

Wastewater

Millwright

HVAC

Machinist Electrician

Electronics Technician

## CMM Operator

Clarification: CMM Operator will be a work group assigned to the Quality Department

2. The term "Journeyman" as used in this Agreement shall mean any person:

- (a) who presently holds a Journeyman card or certification in a skilled trades occupation as listed in one above, or
- (b) who has served a bona fide apprenticeship of four (4) years-8000 hours and holds a certification which substantiates his claim of such service, and holds a Certificate of Qualification in such trade.
- (c) who has eight (8) years of verifiable experience in the skilled trade or classification in which he claims Journeyman's designation and can prove same. A UAW Journeyman Card will be accepted as proof.
- (d) Any further employment in the Skilled Trades occupations as listed above, after signing of the Agreement, shall be limited to Journeymen, Apprentices and experienced skilled trades people meeting the criteria of Journeyman.

The Company will present to the Union proof of qualifications before hiring. In the event that there are no applicants that meet the above criteria, the parties agree to mutually give consideration to hiring the best qualified applicant based on business requirements.

- (e) New employees or existing plant employees with Journeyman status will be hired at a level on the pay progression scale based on their relative experience in regards to the plant's equipment.

3. Seniority

- (a) An employee having seniority in the plant, who enters the Skilled Trades group, will have a Skilled Trades' seniority date as the day he enters the group. However, it is understood that any previous seniority toward pensions, vacations, etc., will be maintained.

- (b) Seniority in the Skilled Trades shall be by Skilled Trades' classification within the Plant.
  - (c) Future employees entering a trade shall have date of entry seniority in the Skilled Trades as listed in number one (1) above.
  - (d) **An employee having seniority in the plant who enters a Facilities Dispatcher or Data Integrity position will have a Facilities Dispatcher/ Data Integrity seniority date as the day they enter the Facilities work group. However, it is understood that any previous seniority towards pensions, vacations, and all other benefits in the CBA will be maintained.**
4. Layoff - In the event of a decrease in force in any Skilled Trade, the following procedure shall apply:
- (a) **In the event of a layoff Facilities Dispatcher/ Data Integrity will be laid off or displaced before Skilled Tradesman or Journeyman in the Skilled Trades work group.**
  - (b) All layoffs will go by seniority, within their classification. Recalls will be in reverse order.
  - (c) First, Apprentices or Trainees will be laid off in the reverse order of their entry into their apprenticeship.
  - (d) Second, probationary employees will be laid off from their classification.
  - (e) If further employees are to be laid off, such employees will be laid off in order of their skilled trade's seniority within the classification seniority list.
  - (f) In the event of a reduction in force in the skilled trades, the employee's plant wide seniority date will be used for layoff, recall or reduction in manpower. If the employee does not have sufficient seniority within a classification (that seniority has been established) to hold a position in skilled trades, then the employee would be subject to the provisions in Article 11.
5. Shift Preference - Shift preference will be by classification seniority.
6. Physically Disabled - Should a skilled trades employee become permanently medically unable to follow his skilled trade, both the

Company and the Union will cooperate in endeavoring to place such an employee on a job he is capable of performing taking their total seniority with them. However, if placed in a non-skilled classification, he shall then forfeit all rights within the skilled trades.

7. Tools and Uniforms- The Company will replace all tools that are damaged through use on the job. Uniforms will be offered by the Company to all Skilled Trades employees. The offer will be one-time after ratification of Labor Agreement to all senior employees. Electrician, Electronics Technician, and HVAC classifications are required to wear appropriate PPE uniforms while performing their job. The Company will determine the type of uniform.
8. Training - The Company will offer training to skilled trades (Equipment troubleshooters/repair technicians) by seniority in the classifications the training is being offered to. **Employees will attend the provided training required of the classification without refusal unless they have a reasonable cause.** Training will be provided whenever practicable in advance of new equipment installation and technology changes. Training may be either on-site or provided by vendors at off-site locations. The Company will make an effort to provide continuing education to all tradesmen to insure they remain proficient in their skills. The Company reserves the right to offer training based on seniority within classification by shift if critical to plant operations. Additionally, an on-the-job training program will be jointly developed between the Company and the Union to develop the breadth of experience of tradesmen for jobs within their classification.

A- Fall Protection and Working Alone (see Article 16)

9. Outside Contractors - In order to minimize the potential for reduction of skilled trade's employees as a result of outside contracting throughout the life of this Agreement, the following joint efforts will be implemented:
  - (a) Planning - Plant Management shall meet periodically to review with UAW Skilled Trades Representatives, projected workloads regarding the installation, construction, maintenance, repair, service, and

warranty work of existing or new equipment, facilities and the fabrication of tools, dies, jigs, patterns and fixtures.

- (b) Information - Advance notice of outside contract activities will be provided in situations other than emergencies, by completing an outside contracting form and submitting it to the Skilled Trades Subcontracting Committee. This advance notice is to permit meaningful discussion and a careful analysis of the Company's workforce capabilities in connection with the subject work. This notice will provide the Union and facilities Management with information on the nature of work, including plans and the number of trades persons required to perform the work.
- (c) Layoff/Recall -When Skilled Trades employees are on layoff, and consideration is being given to outside contracting work, trades employees will be given consideration for the work, before letting the contract, provided that they can perform the available work and if an economic justification can be made to the satisfaction of the Company.
- (d) Full Utilization - It is the policy of the Company to fully utilize its own employees in maintenance skilled trades in the performance of skilled trades work. When such work is required to be performed, skilled trades employees will be given first priority to do such work provided they are capable of performing such work and an economic justification can be made to the satisfaction of the Company. Additionally, the Company will consider adding additional skilled trade's work, in lieu of subcontracting if an economic justification can be made to the satisfaction of the Company.
- (e) In cases that work is contracted out, consideration will be given to International Union tradesmen for the work. The local UAW will be responsible for providing Management a list of companies within the area available to compete on a competitive basis for subcontracted trades work.

- (f) Contractors will furnish all materials and equipment needed to complete the work they are in the plant to perform as specified within the terms of the project contract.

It is not the intent of the Employer to subcontract work customarily performed by the **Skilled Trades employees**, during a reduction in force, or which would directly result in a reduction in force.

**Management has the final decision concerning work orders related to:**

- **Painting**

**In all instances, The Company will submit an advanced notice of all work being considered within the plant to the Skilled Trades department Subcontracting Committee prior to letting a contract for the performance of maintenance and construction work of the type historically performed by the Skilled Trades department. In this, the local management will review its plans or prospects for performing particular projects. This includes describing the nature, scope and approximate dates of the work and additionally present data such as operational factors, personnel skills, facility and/or equipment factors as well as financial considerations. At such times the local management will afford the Subcontracting Committee and its union representatives an opportunity to comment on local Management's plans and to give appropriate weight to those comments in the light of all attendant circumstances. Further the local Management will consider any other alternatives as presented by the Union committee to retain the work in-plant, prior to outside contracting without mutual agreement. In the event of an emergency due to unforeseen circumstances outside of the Company's control where the need for outside contractors is an immediate necessity, the Company agrees to notify Skilled Trades Union Representative(s) of said need and the details surrounding the situation.**

10. Licenses - All costs for Company or regulatory required licenses will be paid by the Company.



11. Overtime - Overtime will be administered by rotating seniority. Saturday, and Sunday overtime will be maintained on separate classification rotational lists. An out of group sheet will also be posted each week. Employees interested in out of group work will sign the sheet with their seniority date. The work will be awarded to the most senior qualified employee, taking into consideration first or prior classifications. Example: A team leader with G.M. seniority will be selected for G.M. work before a more senior employee without G.M. seniority. If Saturday's project unexpectedly continues into Sunday or holiday it will first be offered to the employee on the job and then selection from the Sunday or holiday list if needed. If the work scheduled is of a critical nature, i.e., hazards and equipment down, the first qualified employee who signed up will be selected. The employee will be charged with time worked. Projects that can be scheduled two (2) weeks or more in advance can be posted in the shop with a signup list. The posting will consist of details of the project, start and expected finish date along with manpower per classification needed. Qualified senior employees will be selected from the posted list. For continuation purposes, selected employee(s) will be assigned to the project until complete. Upon project completion the employee(s) will be placed on the bottom of the rotational lists. Exceptions will be made to effect emergency and critical repairs necessary to keep the facility/equipment running; additionally, all TPM Planners within the Facilities Department will be included within the rotation for scheduling overtime. Christmas and Holiday shutdown work in skilled trades will be done by most senior volunteers that first sign up for the entire Christmas and Holiday shutdown period (excluding weekends) and then the most senior employees on single days if needed.

The Training and Skills matrix will be used to determine qualification for weekend and holiday overtime work.

Clarification for weekend shift: When workloads require twenty (20) or more regular shift employees to work overtime on Saturday or Sunday, a minimum of four (4) employees from the weekend shift will also be offered weekday overtime. The weekend shift employees will typically be

offered overtime equal to one half the percentage of the total number of regular shift employees that worked voluntary overtime on Saturday or Sunday, providing twenty (20) or more regular shift employees worked on the **weekend including both Saturday and Sunday across all 3 regular shifts combined from the** preceding weekend. Both the Company and Union agree that this overtime provision may be revisited to account for changes in business condition.

Clarification:

Daily Casual Overtime – The daily overtime worked at the end of or beginning of a shift outside of the employee's normal work hours, primarily used to respond to emergency work orders for critical plant equipment. The overtime is first offered to the person performing the work ,then the most senior volunteer by classification before mandating.

Scheduled Overtime - Overtime scheduled in advance to support weekend projects/repairs and/or weekend shift employees scheduled to work during the normal work week to supplement shifts or support designated projects.

12. The Company agrees to initiate an Apprenticeship Program as business conditions permit and no skilled trades employees are displaced out of skilled trades or on lay-off. The Company and the Union also agree, at a later date if the need arises, to discuss a trainee program potentially allowing employees on lay-off to cross train in other skilled trade classifications where no other employees are eligible for recall before hiring; i.e. an Electrician on lay-off be eligible to train in an HVAC trade where no other HVAC tradesmen are on lay-off status.
13. Drawings - The Company will provide blueprints and plant layouts for skilled trade employees.
14. Vacation - **Employee's in the maintenance department will maintain current practice.** Skilled Trades vacation scheduling will be administered as follows: Limited to twelve percent (12%) {prime) and ten percent (10%) (non-prime) by shift not to exceed twenty five percent (25%) in a single classification. For classifications with fewer

than four (4) employees one (1) employee will be granted vacation. This is to maintain the required skills in classification to support plant operations. Approval for granting vacations above the allowable percentages will be at the sole discretion of the Company.

15. Hours of Work - Employees will be scheduled to work forty (40) hours per week consisting of five (5) consecutive eight (8) hour days, with the exception of the weekend shifts. The normal workweek will be Monday through Friday except for the weekend and third (3<sup>rd</sup>) shifts. (Days worked represent the days an employee clocks out). Any of the shifts may be split into an A and B shift to allow for appropriate production coverage, start-up and shutdown procedures.

16. Job Postings - Will be first posted in the Maintenance shop then plant wide before going to outside hiring sources.

The normal shift hours during one (1) production shift will be:

First Shift	A - 6:30 a.m. to 2:30 p.m. B - 7:00 a.m. to 3:00 p.m.	
Second Shift	2:30 p.m. to 10:30 p.m.	
Third Shift	A - Monday – Friday	10:30 p.m. to 6:30a.m.
	B - Monday – Friday	11:00p.m. to 7:00a.m.

(Days worked represent the days an employee clocks out)

Each shift will have two (2) paid breaks of ten (10) minutes and a paid lunch of thirty (30) minutes.

The normal shift hours during two (2) production shifts will be:

First Shift	6:30 a.m. to 2:30 p.m.	
Second Shift	2:30 p.m. to 10:30 p.m.	
Third Shift	A - Monday – Friday	10:30 p.m. to 6:30a.m.
	B - Tuesday – Saturday	10:30p.m. to 6:30a.m.

(Days worked represent the days an employee clocks out)

Each shift will have two (2) paid breaks of ten (10) minutes and a paid lunch of thirty (30) minutes.

The normal shift hours for continuous twenty-four (24) hour operations will be:

First Shift 6:30 a.m. to 2:30 p.m.

Second Shift 2:30 p.m. to 10:30 p.m.

Third Shift 10:30 p.m. to 6:30 a.m.

Employees will be provided one (1) paid fifteen (15) minute rest period and one (1) paid thirty (30) minute lunch.

#### Fourth and Fifth Shifts

The shifts will consist of three (3) twelve (12) hour days for a total of thirty-six (36) hours worked per workweek. Employees on these shifts will be paid the equivalent of forty (40) hours of pay for thirty-six (36) hours of work.

Fourth Shift A shift is: 7:00 a.m. to 7:00 p.m.  
Friday, Saturday, Sunday

Fourth Shift B shift is: 7:00 a.m. to 7:00 p.m.  
Saturday, Sunday, Monday

Fifth Shift A shift is: 7:00 p.m. to 7:00 a.m.  
Friday, Saturday, Sunday

Fifth Shift B shift is: 7:00 p.m. to 7:00 a.m.  
Saturday, Sunday, Monday

(Days worked represent the days an employee clocks out)

The weekend shifts will have two (2) twenty (20) minute breaks daily and a thirty (30) minute paid lunch.

These shifts shall include Saturday and Sunday and will include Friday or Monday where determined necessary to reduce the effect of shift overlap as outlined above.

Clarification for Fourth and Fifth shift overtime, sick leave, bereavement and vacation:

#### Overtime

Overtime is paid at one and one half times the normal weekend rate of pay for the thirteenth(13) hour in the normal workday. Any hours worked in excess of thirteen (13), of the normal workday would be paid at double time the normal weekend rate. Any Tuesdays and Thursdays worked by 4th or 5th shift employees regardless if it's an A or B shift employee will be paid at one and a half times the normal weekend rate of pay. All other days worked other than their normal work days will be paid at double the normal weekend rate of pay.

#### PTO and Paid Sick Leave

Employees will receive forty eight (48) hours of paid sick leave annually to be accrued at a rate of four(4.00) hours per month. PTO will be based upon hours as currently established under the current Agreement. For this group of employees one (1) day of PTO or paid sick leave would result in accumulation of twelve (12) hours charged time.

#### Bereavement Pay

Bereavement Leave will be administered per Article 28 with the following exceptions: Employees shall be excused with pay for three (3) scheduled workdays, for a bereavement leave of a five (5) day qualifying event, two (2) scheduled workdays for a three (3) day qualifying event and one (1) day for all other qualifying events under the terms of this Agreement.

#### Vacation

The Company and the Union will use the same pro-rata schedule in our Labor Agreement for vacation pay calculation as outlined in Article 10 Section 3 (1200 hours equals 100% of vacation pay). Employees getting forty (40) hours working thirty- six (36) would be given credit for forty (40) hours worked against vacation entitlement pay.

### **17. Apprenticeship Program**

The apprenticeship program will follow the agreed upon guidelines set forth by the JAC in the NC Apprenticeship Agreement. The JAC will consist of equal members of Union Journeyman and members from management. There will be 3 members each totaling 6 members on the JAC. The sitting skilled trades representative will retain 1 seat on the JAC. It will be the responsibility of the skilled trades representative to appoint another Journeyman to the JAC when and/or if a vacancy needs to be filled. These members will be skilled Journeyman employees. All decisions will be addressed and decided upon with the JAC board members. All decisions should be agreed upon unanimously.

Apprenticeship coordinator: There will be a coordinator for the program that will not be required to be a member of the JAC board. Coordinator responsibilities are outlined in the current agreement.

Apprenticeship applicants will be selected following the agreed upon process. Applicants that are applying from inside the plant currently in the Attendance Control Program WILL NOT be eligible to apply at the time of posting.

Qualified Journeyman of each classification will be selected by utilizing the training matrix by shift and offered to become a trainer for an apprentice. Trainers will receive compensation of "Team Leader" pay for the responsibility during the time that they're tasked with an apprentice. Once the Journeyman is no longer paired with an apprentice they will no longer be entitled to the additional compensation. In the event a Journeyman trainer is deemed underperforming based on expectations required for the success of the apprentice, then the JAC may vote to remove the apprentice and place them with another qualified Journeyman for their classification. Once an apprentice enters the program they will be considered, at any level, a skilled tradesman with their date of entry of day 1 when they entered the apprenticeship program. An apprentice will no longer be available for production work. The apprentices will not be required to remain at arms length of any trainer while performing certain job duties after being trained to do so with both their trainer and themselves feeling confident in performing

certain tasks while having a Journeyman check over any work performed.

Overtime: Apprentices will be included in the overtime scheduling process, as well as mandated OT, to work alongside any Journeyman as long as it does not interfere with their school schedules and/or scheduled training. Apprentices will not be considered for voluntary overtime work over a Journeyman by shift. All Journeyman by classification must be worked before consideration including those signed up for out of group/shift.

Once the apprentices graduate from the program they will be placed on the shift for which they currently occupy at the time of graduating the program. They will then be subject to the Article 12 and Article 13 processes.

Apprentices who are in the program will be on probation for the duration of the program through completion.

ARTICLE 34  
HEALTH AND WELFARE  
(See Common Language)

ARTICLE 35  
PENSION PROGRAM  
(See Common Language)

ARTICLE 36  
SHORT TERM DISABILITY  
(See Common Language)

ARTICLE 37  
LONG TERM DISABILITY  
(See Common Language)

ARTICLE 38  
LIFE, ACCIDENT, AND DISABILITY PLANS  
(See Common Language)

**ARTICLE 39**  
**EMPLOYEE RETIREMENT SAVINGS PLAN 401(K)**  
**(See Common Language)**

**ARTICLE 40**  
**DURATION OF AGREEMENT**

**Section 1.** This Agreement shall become effective as of **April 27, 2024**, and shall remain in effect until **11:59 pm March 3, 2028**, and thereafter until either party serves a sixty (60) day written notice to the other specifying a desire to modify or terminate this Agreement. Should neither party give such sixty (60) day notice, this Agreement shall remain in full force and effect until such notice is given and for sixty (60) days thereafter.

Section 2. Upon receipt of said notice, the parties shall promptly arrange a mutually agreed upon date to commence negotiations pursuant to such written notice. Any new Agreement or contract modifications negotiated between the parties shall not be binding or effective unless reduced to writing and signed by the Corporate Representative and the Plant Manager and the members of the Local Shop Bargaining Committee, the UAW Regional 8 Director and the Director of the UAW Heavy Truck Department.

In witness whereof, the parties hereto have set their hands and seals this **27<sup>th</sup> day of April 2024**.



Accepted for the Union by:

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND  
AGRICULTURE IMPLEMENT WORKERS OF AMERICA - UAW

Shawn Fain

James Waggoner

Tim Smith

Jason Fisher

John Eblin

Kevin Reilly

Dave Snyder

Mike Simmons

George Palmer

James Sipes

Jason Callahan

Franky Blake

Robert Riggins

Justin Honeycutt

Frankie Serra

Tanya Hendrix

Mike Fray

David Carrigan

Brian Worthy

ACCEPTED FOR THE COMPANY BY:  
DAIMLER TRUCK NORTH AMERICA

Angela Lentz

Eric Shoults

Kelly Seaman

Jeremy Rogers

Joshua Lee

Craig Marx

Erik Linvog

Jennifer Shaw

Craig Redshaw

Amanda French

Brian Smith

Joe Hill

Darrell Plonk

Keith Pierce

Greg Wootton

Heather Callahan

Maelene Hayes

Tyler Dowling

# ATTACHMENT A

## WAGE SCALES

### Cleveland TMP

Ratification Non-Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1 Start	2 6 Months	3 12 Months	4 18 Months	5 24 Months	6 30 Months	7 36 Months	8 42 Months	9 48 Months
A	Assembler	3825	\$22.58	\$23.79	\$25.00	\$26.21	\$27.42	\$28.63	\$29.84	\$31.05	\$32.26
A	Material Handler	3827	\$22.58	\$23.79	\$25.00	\$26.21	\$27.42	\$28.63	\$29.84	\$31.05	\$32.26
A	Paint Prepper	3862	\$22.58	\$23.79	\$25.00	\$26.21	\$27.42	\$28.63	\$29.84	\$31.05	\$32.26
A	CTS Tech I	3833	\$22.58	\$23.79	\$25.00	\$26.21	\$27.42	\$28.63	\$29.84	\$31.05	\$32.26
B	Inspector	3809	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Robotics Technician	3839	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	OU Trainer	3855	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Utility Team Member	3856	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Paint Inspector	3860	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Striper	3861	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Painter	3829	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Switcher Operator	3848	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Technician TMP	3887	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Complexity Team Member - Cleveland	12997	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Production Technician	3819	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Facilities Dispatcher	12998	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Data Integrity	12396	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Materials CI/Standards*no footnote	12299	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	Offline Mechanic	12300	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	CTS Material Handler	12301	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	CTS Tech II	3835	\$23.39	\$24.65	\$25.90	\$27.15	\$28.41	\$29.66	\$30.91	\$32.16	\$33.42
B	CTS Tech II Welder	12386	\$24.89	\$26.15	\$27.40	\$28.65	\$29.91	\$31.16	\$32.41	\$33.66	\$34.92
C	Senior Materials Controller	3880	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	TOS Implementation Team Member	3857	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Welder Fabricator	3823	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Production Electrician Technician	3858	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Cab Finish/Repair	3805	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Fab Shop	3807	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Systems Technician	3854	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Buyer	3881	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Scheduler	3883	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Finance Technician	3885	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Facilities Technician	11099	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	IE Technician	3886	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Coordinator Traffic	3884	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	Planning Specialist	3882	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67
C	CTS Yard Dog (with CDL)	3826	\$24.27	\$25.57	\$26.87	\$28.17	\$29.47	\$30.77	\$32.07	\$33.37	\$34.67

Cleveland CTS Resource Group (Production Techs, OU Trainers, TOS Implementation Team Members, Production Coordinators)

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

1/12/2025 Non-Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1 Start	2 6 Months	3 12 Months	4 18 Months	5 24 Months	6 30 Months	7 36 Months	8 42 Months	9 48 Months
A	Assembler	3825	\$23.26	\$24.51	\$25.75	\$27.00	\$28.25	\$29.49	\$30.74	\$31.98	\$33.23
A	Material Handler	3827	\$23.26	\$24.51	\$25.75	\$27.00	\$28.25	\$29.49	\$30.74	\$31.98	\$33.23
A	Paint Prepper	3862	\$23.26	\$24.51	\$25.75	\$27.00	\$28.25	\$29.49	\$30.74	\$31.98	\$33.23
A	CTS Tech I	3833	\$23.26	\$24.51	\$25.75	\$27.00	\$28.25	\$29.49	\$30.74	\$31.98	\$33.23
B	Inspector	3809	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Robotics Technician	3839	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	OU Trainer	3855	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Utility Team Member	3856	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Paint Inspector	3860	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Striper	3861	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Painter	3829	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Switcher Operator	3848	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Technician TMP	3887	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Complexity Team Member - Cleveland	12297	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Production Technician	3819	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Facilities Dispatcher	12298	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Data Integrity	12396	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Materials CI/Standards*no footnote	12299	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	Offline Mechanic	12300	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	CTS Material Handler	12301	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	CTS Tech II	3835	\$24.09	\$25.39	\$26.68	\$27.97	\$29.26	\$30.55	\$31.84	\$33.13	\$34.42
B	CTS Tech II Welder	12386	\$25.59	\$26.89	\$28.18	\$29.47	\$30.76	\$32.05	\$33.34	\$34.63	\$35.92
C	Senior Materials Controller	3880	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	TOS Implementation Team Member	3857	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Welder Fabricator	3823	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Production Electrician Technician	3858	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Cab Finish/Repair	3805	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Fab Shop	3807	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Systems Technician	3854	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Buyer	3881	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Scheduler	3883	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Finance Technician	3885	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Facilities Technician	11099	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	IE Technician	3886	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Coordinator Traffic	3884	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	Planning Specialist	3882	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71
C	CTS Yard Dog (with CDI)	3826	\$25.00	\$26.34	\$27.68	\$29.02	\$30.36	\$31.69	\$33.03	\$34.37	\$35.71

Cleveland CTS Resource Group (Production Techs, OU Trainers, TOS Implementation Team Members, Production Coordinators)

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

6/8/2025 Non-Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1 Start	2 6 Months	3 12 Months	4 18 Months	5 24 Months	6 30 Months	7 36 Months	8 42 Months	9 48 Months
A	Assembler	3825	\$23.96	\$25.24	\$26.53	\$27.81	\$29.09	\$30.38	\$31.66	\$32.94	\$34.23
A	Material Handler	3827	\$23.96	\$25.24	\$26.53	\$27.81	\$29.09	\$30.38	\$31.66	\$32.94	\$34.23
A	Paint Prepper	3862	\$23.96	\$25.24	\$26.53	\$27.81	\$29.09	\$30.38	\$31.66	\$32.94	\$34.23
A	CTS Tech I	3833	\$23.96	\$25.24	\$26.53	\$27.81	\$29.09	\$30.38	\$31.66	\$32.94	\$34.23
B	Inspector	3809	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Robotics Technician	3839	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	OU Trainer	3855	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Utility Team Member	3856	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Paint Inspector	3860	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Striper	3861	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Painter	3829	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Switcher Operator	3848	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Technician TMP	3887	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Complexity Team Member - Cleveland	12297	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Production Technician	3819	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Facilities Dispatcher	12298	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Data Integrity	12396	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Materials CI/Standards*no footnote	12299	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	Offline Mechanic	12300	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	CTS Material Handler	12301	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	CTS Tech II	3835	\$24.82	\$26.15	\$27.48	\$28.81	\$30.14	\$31.46	\$32.79	\$34.12	\$35.45
B	CTS Tech II Welder	12386	\$26.32	\$27.65	\$28.98	\$30.31	\$31.64	\$32.96	\$34.29	\$35.62	\$36.95
C	Senior Materials Controller	3880	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	TOS Implementation Team Member	3857	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Welder Fabricator	3823	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Production Electrician Technician	3858	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Cab Finish/Repair	3805	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Fab Shop	3807	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Systems Technician	3854	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Buyer	3881	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Scheduler	3883	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Finance Technician	3885	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Facilities Technician	11099	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	IE Technician	3886	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Coordinator Traffic	3884	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	Planning Specialist	3882	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78
C	CTS Yard Dog (with CDI)	3826	\$25.75	\$27.13	\$28.51	\$29.89	\$31.27	\$32.65	\$34.02	\$35.40	\$36.78

Cleveland CTS Resource Group (Production Techs, OU Trainers, TOS Implementation Team Members, Production Coordinators)

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

6/7/2026 Non-Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1	2	3	4	5	6	7	8	9
			Start	6 Months	12 Months	18 Months	24 Months	30 Months	36 Months	42 Months	48 Months
A	Assembler	3825	\$24.92	\$26.25	\$27.59	\$28.92	\$30.26	\$31.59	\$32.93	\$34.26	\$35.60
A	Material Handler	3827	\$24.92	\$26.25	\$27.59	\$28.92	\$30.26	\$31.59	\$32.93	\$34.26	\$35.60
A	Paint Prepper	3862	\$24.92	\$26.25	\$27.59	\$28.92	\$30.26	\$31.59	\$32.93	\$34.26	\$35.60
A	CTS Tech I	3833	\$24.92	\$26.25	\$27.59	\$28.92	\$30.26	\$31.59	\$32.93	\$34.26	\$35.60
B	Inspector	3809	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Robotics Technician	3839	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	OU Trainer	3855	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Utility Team Member	3856	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Paint Inspector	3860	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Stripper	3861	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Painter	3829	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Switcher Operator	3848	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Technician TMP	3887	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Complexity Team Member - Cleveland	12297	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Production Technician	3819	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Facilities Dispatcher	12298	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Data Integrity	12396	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Materials CI/Standards*no footnote	12299	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	Offline Mechanic	12300	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	CTS Material Handler	12301	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	CTS Tech II	3835	\$25.81	\$27.19	\$28.58	\$29.96	\$31.34	\$32.72	\$34.11	\$35.49	\$36.87
B	CTS Tech II Welder	12386	\$27.31	\$28.69	\$30.08	\$31.46	\$32.84	\$34.22	\$35.61	\$36.99	\$38.37
C	Senior Materials Controller	3880	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	TOS Implementation Team Member	3857	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Welder Fabricator	3823	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Production Electrician Technician	3858	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Cab Finish/Repair	3805	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Fab Shop	3807	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Systems Technician	3854	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Buyer	3881	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Scheduler	3883	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Finance Technician	3885	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Facilities Technician	11099	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	IE Technician	3886	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Coordinator Traffic	3884	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	Planning Specialist	3882	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25
C	CTS Yard Dog (with CDL)	3826	\$26.78	\$28.21	\$29.65	\$31.08	\$32.52	\$33.95	\$35.39	\$36.82	\$38.25

Cleveland CTS Resource Group (Production Techs, OU Trainers, TOS Implementation Team Members, Production Coordinators)

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

6/6/2027 Non-Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1 Start	2 6 Months	3 12 Months	4 18 Months	5 24 Months	6 30 Months	7 36 Months	8 42 Months	9 48 Months
A	Assembler	3825	\$26.16	\$27.57	\$28.97	\$30.37	\$31.77	\$33.17	\$34.57	\$35.98	\$37.38
A	Material Handler	3827	\$26.16	\$27.57	\$28.97	\$30.37	\$31.77	\$33.17	\$34.57	\$35.98	\$37.38
A	Paint Prepper	3862	\$26.16	\$27.57	\$28.97	\$30.37	\$31.77	\$33.17	\$34.57	\$35.98	\$37.38
A	CTS Tech I	3833	\$26.16	\$27.57	\$28.97	\$30.37	\$31.77	\$33.17	\$34.57	\$35.98	\$37.38
B	Inspector	3809	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Robotics Technician	3839	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	OU Trainer	3855	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Utility Team Member	3856	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Paint Inspector	3860	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Striper	3861	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Painter	3829	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Switcher Operator	3848	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Technician TMP	3887	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Complexity Team Member - Cleveland	12297	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Production Technician	3819	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Facilities Dispatcher	12298	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Data Integrity	12396	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Materials C/Standards*no footnote	12299	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	Offline Mechanic	12300	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	CTS Material Handler	12301	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	CTS Tech II	3835	\$27.10	\$28.55	\$30.00	\$31.46	\$32.91	\$34.36	\$35.81	\$37.26	\$38.71
B	CTS Tech II Welder	12386	\$28.60	\$30.05	\$31.50	\$32.96	\$34.41	\$35.86	\$37.31	\$38.76	\$40.21
C	Senior Materials Controller	3880	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	TOS Implementation Team Member	3857	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Welder Fabricator	3823	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Production Electrician Technician	3858	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Cab Finish/Repair	3805	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Fab Shop	3807	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Systems Technician	3854	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Buyer	3881	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Scheduler	3883	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Finance Technician	3885	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Facilities Technician	11099	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	IE Technician	3886	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Coordinator Traffic	3884	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	Planning Specialist	3882	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17
C	CTS Yard Dog (with CDI)	3826	\$28.12	\$29.62	\$31.13	\$32.64	\$34.14	\$35.65	\$37.16	\$38.66	\$40.17

Cleveland CTS Resource Group (Production Techs, OU Trainers, TOS Implementation Team Members, Production Coordinators)

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

2024 Ratification Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1 Start	2 6 Months	3 12 Months	4 18 Months	5 24 Months	6 30 Months	7 36 Months	8 42 Months	9 48 Months
STB	Electrician	3846	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	Electronics Technician	3847	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	HVAC	3844	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	Machinist	3845	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	Maintenance Mechanic	3840	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	Millwright	3843	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	Wastewater	3842	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	<b>Plumber</b>	12302	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STB	CMM Operator	3837	\$25.94	\$27.33	\$28.72	\$30.11	\$31.50	\$32.89	\$34.28	\$35.67	\$37.06
STC	CMM Operator-Journeyman	3821	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	Electrician-Journeyman	3836	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	Electronics Technician-Journeyman	3841	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	HVAC-Journeyman	3812	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	Machinist-Journeyman	3816	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	Maintenance Mechanic-Journeyman	3820	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	Millwright-Journeyman	3832	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	<b>Plumber-Journeyman</b>	12303	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37
STC	Wastewater-Journeyman	3830	\$29.66	\$31.25	\$32.84	\$34.43	\$36.01	\$37.60	\$39.19	\$40.78	\$42.37

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.



1.12.2025 Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1	2	3	4	5	6	7	8	9
			Start	6 Months	12 Months	18 Months	24 Months	30 Months	36 Months	42 Months	48 Months
STB	Electrician	3846	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	Electronics Technician	3847	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	HVAC	3844	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	Machinist	3845	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	Maintenance Mechanic	3840	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	Millwright	3843	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	Wastewater	3842	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	<b>Plumber</b>	12302	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STB	CMM Operator	3837	\$26.72	\$28.15	\$29.58	\$31.01	\$32.45	\$33.88	\$35.31	\$36.74	\$38.17
STC	CMM Operator-Journeyman	3821	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	Electrician-Journeyman	3836	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	Electronics Technician-Journeyman	3841	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	HVAC-Journeyman	3812	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	Machinist-Journeyman	3816	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	Maintenance Mechanic-Journeyman	3820	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	Millwright-Journeyman	3832	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	<b>Plumber-Journeyman</b>	12303	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64
STC	Wastewater-Journeyman	3830	\$30.55	\$32.19	\$33.82	\$35.46	\$37.09	\$38.73	\$40.37	\$42.00	\$43.64

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

6.8.2025 Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1	2	3	4	5	6	7	8	9
			Start	6 Months	12 Months	18 Months	24 Months	30 Months	36 Months	42 Months	48 Months
STB	Electrician	3846	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	Electronics Technician	3847	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	HVAC	3844	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	Machinist	3845	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	Maintenance Mechanic	3840	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	Millwright	3843	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	Wastewater	3842	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	<b>Plumber</b>	12302	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STB	CMM Operator	3837	\$27.52	\$29.00	\$30.47	\$31.95	\$33.42	\$34.89	\$36.37	\$37.84	\$39.32
STC	CMM Operator-Journeyman	3821	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	Electrician-Journeyman	3836	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	Electronics Technician-Journeyman	3841	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	HVAC-Journeyman	3812	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	Machinist-Journeyman	3816	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	Maintenance Mechanic-Journeyman	3820	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	Millwright-Journeyman	3832	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	<b>Plumber-Journeyman</b>	12303	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95
STC	Wastewater-Journeyman	3830	\$31.47	\$33.15	\$34.84	\$36.52	\$38.21	\$39.89	\$41.58	\$43.26	\$44.95

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

6.7.2026 Skilled Trades Wage Scale												
Grade	Job Title	Job Code	1	2	3	4	5	6	7	8	9	
			Start	6 Months	12 Months	18 Months	24 Months	30 Months	36 Months	42 Months	48 Months	
STB	Electrician	3846	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	Electronics Technician	3847	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	HVAC	3844	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	Machinist	3845	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	Maintenance Mechanic	3840	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	Millwright	3843	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	Wastewater	3842	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	<b>Plumber</b>	12302	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STB	CMM Operator	3837	\$28.62	\$30.16	\$31.69	\$33.22	\$34.76	\$36.29	\$37.82	\$39.36	\$40.89	
STC	CMM Operator-Journeyman	3821	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	Electrician-Journeyman	3836	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	Electronics Technician-Journeyman	3841	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	HVAC-Journeyman	3812	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	Machinist-Journeyman	3816	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	Maintenance Mechanic-Journeyman	3820	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	Millwright-Journeyman	3832	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	<b>Plumber-Journeyman</b>	12303	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	
STC	Wastewater-Journeyman	3830	\$32.72	\$34.48	\$36.23	\$37.98	\$39.74	\$41.49	\$43.24	\$45.00	\$46.75	

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

6.6.2027 Skilled Trades Wage Scale											
Grade	Job Title	Job Code	1	2	3	4	5	6	7	8	9
STB	Electrician	3846	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	Electronics Technician	3847	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	HVAC	3844	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	Machinist	3845	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	Maintenance Mechanic	3840	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	Millwright	3843	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	Wastewater	3842	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	<b>Plumber</b>	12302	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STB	CMM Operator	3837	\$30.05	\$31.66	\$33.27	\$34.88	\$36.49	\$38.10	\$39.71	\$41.32	\$42.93
STC	CMM Operator-Journeyman	3821	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	Electrician-Journeyman	3836	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	Electronics Technician-Journeyman	3841	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	HVAC-Journeyman	3812	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	Machinist-Journeyman	3816	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	Maintenance Mechanic-Journeyman	3820	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	Millwright-Journeyman	3832	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	<b>Plumber-Journeyman</b>	12303	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09
STC	Wastewater-Journeyman	3830	\$34.36	\$36.20	\$38.04	\$39.88	\$41.72	\$43.56	\$45.40	\$47.25	\$49.09

Team Leaders and CI Facilitators shall receive \$2.75 per hour above the top wage rate for the work group they are responsible for leading.

**LETTER OF UNDERSTANDING  
CONTRACT/GRIEVANCE INVESTIGATION TRAINING**

Upon ratification of the **2024** Contract, the Company agrees to schedule a contract implementation training session as soon as reasonable with the Managers, Supervisors, UAW Shop Committeepersons, and alternates. In addition, the Company will schedule a training session for the Managers and Supervisors on grievance investigation and just cause discipline/discharge.

**LETTER OF UNDERSTANDING  
DAIMLER TRUCK OPERATING SYSTEM (TOS)**

**UAW TOS Coordinator**

The parties agree that while the Plant's progress has been reasonable, today's competitive environment requires intensity and speed for marketplace success and the job security that accompanies that success. Clearly, a joint DTNA/UAW Local 3520 commitment to the Truck Operating System will benefit the customer, the operation of the plant, DTNA employees and the membership of the UAW at the facility.

The parties agree a significant and visible role including UAW involvement is required to support the concepts expressed in this Letter of Understanding. To that end, the full-time position of UAW TOS Coordinator, appointed by the UAW Vice President/Director of the Heavy Truck Department, is included in the local Union's representation structure at the plant.

**In this role, the UAW TOS Coordinator will work with the TOS Manager and all plant Departments to participate in the implementation of TOS/TOS+ focused on the five Subsystems of TOS; along with DTNA Corporate directed TOS Standard Assembly Principles, TOS+ Standard Paint Shop Principles, TOS+ Standard Logistics Principles and TOS Standard for CIW Principles.**

The UAW TOS Coordinator will work with the TOS Manager, **Department Management staff, and employees** to resolve obstacles relating to TOS at the plant level. Unresolved matters will be escalated directly to the UAW Shop Chairperson and the Plant Manager. The TOS Manager and the UAW TOS Coordinator will work with the Corporate TOS Department to improve all aspects of TOS, **TOS Plus /Lean Principles** within the Cleveland facility and **CTS facility**. The UAW TOS Coordinator will periodically support team huddle meetings, Department Meetings, Plant Information Meetings, SCM Meetings, **GEMBA walks**, TIP Review Meetings and other shop floor meetings as necessary, **on all shifts that are operational at the Cleveland and CTS facilities, to include the Clerical Unit at CTMP.**

It is understood that the TOS Manager and the UAW TOS Coordinator's involvement will be shared in the annual TOS assessment. Findings and recommendations from the TOS assessment will be documented and communicated **within 45 calendar days upon receipt of the report** by the TOS Manager **to the** UAW TOS Coordinator, the Plants Management Staff and UAW Shop Chairperson. The UAW TOS Coordinator **and the TOS Manager may independently** perform random internal plant audits on TOS Principles. These findings will be documented and communicated to **Plant Management for containment and countermeasure assignments.**

The UAW TOS Coordinator will be made aware of containments and countermeasures and will work as a liaison between the Company and the UAW to ensure that there are no misunderstandings or questions in regards to the changes made in the process(es). This will also apply to any and all plant wide TOS Projects by Departments.

To ensure the UAW TOS Coordinator is sufficiently prepared to operate effectively in this role, a sincere effort will be made to ensure the UAW TOS Coordinator is aware of changes made within the TOS structure. The Plant TOS Manager will provide all **relevant and requested** information **regarding TOS Events (to include MRG) or any situation the TOS Management Team is involved in** to the UAW TOS Coordinator in a **timely manner**. Continuous improvement at other facilities known for excellence in TOS implementation will be source for ongoing improvement and knowledge for the UAW TOS Coordinator. Reasonable and approved

travel expenses will be paid by the Company. Expenses need to be in compliance with DTNA Travel Policy.

Finally, the parties pledge their on-going commitment to support this position, its development, and of the positive impact TOS development has on the Plant and UAW Local 3520's membership.

### TOS Implementation Team Member

It is understood by both parties that this position is still evolving. This position will be responsible for assisting in the implementation of TOS Principles.

- Support Plant Maintenance Dept. with prototype (80/20) stationary racks and workstation development and warehouse on wheels designs and trials for production and logistical needs.
- Support TOS Dept. with training and development of 120 day Rotational Team Members and all departments with Pick-2-Light.
- Implement improvements through new station layouts and have the ability to work modified schedules as needed on all shifts that are operational at the Cleveland facilities.
- Use SQDCME metrics to assist with plant standards audits and assessments to help Plant Departments achieve adherence to TOS, TOS+ Assembly Logistical Principles, and DTNA Safety/Ergonomic standards.

### TOS OU Trainer

It is understood by both parties that this position is still evolving. This position will be responsible for assisting in the improvement of training.

- Deliver New Employee Orientation training for performing respective jobs in a satisfactory manner.
- Assist in preparing, acquiring, or developing training materials and equipment for each training course and present training programs to designated trainees as required.
- Ability to work modified work schedule as needed on all shifts that are operational at the Cleveland facilities.

- Assist Department in development of training plans to achieve and sustain 3x3 levels within teams, assist in assigning skilled matrix level 4 trainers to trainees, and ensuring trainees' 7 step documentation is complete.

## TOS Events

During 2024 negotiations, Management and Union discussed the importance of participation in TOS Events by hourly employees. Management will determine the desired number of Bargaining Unit employees to ensure a successful TOS Event. Manpower requirements will be based on what type of TOS Event is needed.

- "Lean Expert Projects (LEP)" will be managed in accordance to the project charter. Support for a LEP may consist of team members from the area where the activities are occurring & TOS Implementation Team Members.
- "Team Driven" TOS Events will be managed by each team(s) Department Management staff. Support for this type of TOS Event will incorporate a volunteer list that will be posted, for a mutually agreed upon timeframe, on each team board in which the event is occurring. A Team Member desiring to volunteer for a Team Driven TOS Event must sign the voluntary signup sheet prior to the sheet being taken down. Volunteers will be solicited by the most senior team member on a "rotational" basis that is able to perform the work.
- "TOS Workshop Events" incorporate more depth and content and will be managed by the TOS Manager. Support for a TOS Workshop will incorporate TOS Implementation Team Members and/or TOS Rotational Team Members. When practical and resources allow, an ergonomic job assessment will be conducted in conjunction with TOS Workshop Events. All concerns from the ergonomic assessment that are identified will be documented and presented to the Company Safety Representative and UAW Health and Safety Representative.



- d. A "TOS Event" will be managed by the TOS Manager. Support will consist of a combination of TOS Implementation Team Members and Rotational Team Members. The volunteers are understood as "TOS Rotational" positions which may not necessarily come from the Department that the TOS activities are occurring. The intent of this process is to provide the necessary knowledge to team members to effectively improve the implementation pace and develop the work force skills for the overall TOS philosophy.

### TOS Rotational Positions

During previous negotiations the parties agreed that employee(s) reduced who do not have the seniority to maintain a position in the work group or department will first be assigned to TOS Rotational positions providing no openings exist in other areas, the reduced employee is able to perform the work, and if Rotational positions are needed. If not, then the manpower reduction process as outlined in Article 11 will be followed.

TOS Rotational volunteers will be selected using the Article 12 Job Posting process. Awards for these positions will go to the most senior team member on a "rotational" basis. Those awarded these temporary positions will not be charged a job bid and retain all rights to the position from which the team member volunteered.

Volunteers into the TOS rotational positions will be limited to one (1) volunteer per classification higher than an Assembler pay grade within the work group. Exceptions may be granted with Management's approval. Such exceptions will be communicated to the UAW TOS Coordinator. Both parties agree that specific provisions (overtime, vacation, shift preference, displacement/recall rights, insufficient volunteers, etc.) relating to the TOS Rotational positions will be mutually agreed upon when the need arises. Employees wishing to be selected for the TOS Rotational positions cannot be in the Attendance Control Program at the time of selection. Employees selected to be in the TOS Rotational positions will be paid 1 grade higher than their current rate of pay, unless employee is in the highest grade, to

commence on their first (1st) day in the TOS Rotational position and to cease on their first (1st) day out of the TOS Rotational position.

Duration of this temporary placement into TOS rotational positions will be based on a one hundred and twenty (120) "working day" process. If for any reason the team member(s) are assigned to production, the reassignment will not count towards the one hundred and twenty (120) working day agreement. Management and the UAW TOS Coordinator will monitor daily the placement of all team members that are involved with this process to ensure compliance.

### **LETTER OF UNDERSTANDING "DONNING DOFFING"**

During the **2024 contract** negotiations, discussions were held concerning employees who are required to don/doff unique protective equipment (PE) because of internal policies or state or federal regulations and the requirement to be compensated for the time spent donning and doffing the equipment.

It was mutually agreed that in areas of the facility where the "donning and doffing" of protective equipment cannot be done during the hours of work, specifically fully encapsulated breathable air suits in chassis paint, those employees involved will be compensated five (5) minutes of time and one-half. The five(5) minutes of overtime will be in addition to the scheduled hours and will not count towards the maximum hours of mandated overtime allowed per calendar month in Article 8, Wage Rates and Overtime of the Collective Bargaining Agreement.

### **LETTER OF UNDERSTANDING JOB BALANCING/ADJUSTING WORK WITHIN A TEAM**

During the **2024** negotiations, the parties discussed the necessity of a written standard for clarification of the appropriate steps required in job balancing and adjusting work within a team.

In order to fairly move or balance work with the plant processes, the following steps will be followed to properly evaluate and job load Team Members. This process applies during normal operating times and does not include entire line rate changes.

- Current **and future** job load will be determined using an analysis tool (Multi Moment, Yamazumi, SWI with times, Cycle timing, JES times)
- Team Members who will be impacted will be notified of a possible rebalance of work
- Input from impacted Team Members will be solicited to help determine the best method of moving/rebalancing work
- Trials will be conducted to prove rebalanced times are below Takt time after implementation and learning curve.
- SWIs will be updated to reflect the new process
- Moving Work Sign Off Sheet will be completed and turned in to UAW office

**LETTER OF UNDERSTANDING**  
**JOB POSTING, VACATION, AND OVERTIME WORKGROUPS**

Both parties mutually agree that if the need arises the workgroups may be realigned/adjusted. The workgroups listed below will be used for the purposes of job posting, vacation and overtime.

Finish Cab:

Pool 60	Start of Mono Line through Upper Bunks, Sub-Assemblies, Cabinets
Pool 61	Firewall Install through High Station, Sub-Assemblies
Pool 71/73	Electric Shop, Firewall Lines
Pool 63	Back wall
Production Electrical Techs	Finish Cab

Final Chassis:

Pool 13/13A  
Pool 2 & 7  
Pool 3 & 8  
Pool 9  
Production Electrical Techs

Pre-Paint Chassis:

Pool 18

Pool 1 & 6  
Pool 12/15

Paint:

Pool 50/51

Pool 53  
Pool 52/55

Pool 56/57

Robotics Tech

Pre-Paint Cab:

Pool 37

Engine Line  
Mid Chassis A & B  
Final Chassis A & B  
Pre-Alignment  
**Final Chassis**

Fuel Tank Assy. 5<sup>th</sup> Wheel  
Welders and Fab Shop  
Pre-Paint Chassis A & B  
Valve B/U, Air Tank B/U, and X-  
Member B/U (Axle Line),  
Gearbox B/U

Top Coat/Cab Paint/C2 Build  
up/Pre-Treat/Load Prime and  
Roof Set (Combined for the  
purposes of job posting and  
vacation. Separate and apart for  
the specific purpose of overtime  
only)

Offline Paint/Sell Desk  
Chassis Paint, Hood B/U and  
Hood Paint (Combined for the  
purposes of job posting and  
vacation. Pool 52 is separate and  
apart from pool 55 for the  
specific purpose of overtime  
only)

Fairing Paint & Western Star  
Prep  
NPC/HPC

**Main Cab Line**

Pool 32

Deck      Cell,      Backwall,  
Mainframe,      Sidewall,      Sub-  
Assembly

Offline:

Pool 84

Turn & Sell

CRC

Production Electrical Techs

Pits (Alignment)

Turn & Sell (North and South)

Offline CRC

Offline

Materials:

Chassis Group 1 (Pool 1/6, Rail Pad, Axle Line and Fuel Tanks)

Chassis Group 2 (Engine Line, Pool 2/7, Pool 3/8 and Offline) (Combined for the purposes of job posting and vacation. Offline team is separate and apart from Engine Line, Pool 2/7 and Pool 3/8 for the specific purpose of overtime only).

Finish Cab (Materials Cabline)

400 Building (Pre-Paint Cab and Paint) **(separate for overtime purposes only)**

Car Room (Super Markets, Repack, Central Stores)

Dock (Shipping, Dispo, Switcher)

**Tugger/Expediting**

**Resource (CI, Standards, Audit)**

**Supercell**

Facilities:

General Maintenance

Systems Techs

Quality:

Offline QC

Main Plant QC

Audit Customer Feedback\*

CAT Team\*

QA Lab\*

CMM Operator\*

Manufacturing Resources:

## CI Facilitators

TOS Group:

OU Trainer

TOS Implementation Team Member

\*Team Leaders:

Team Leaders will be managed as a separate work group within their Department.

Utility Teams:

Utility Team Members will be assigned and managed within specific workgroups for each Department.

Complexity Teams:

Complexity Teams will be managed as a separate work group within their Department.

Kitting:

Production kitting/build up areas will be assigned by the Manager with recommendation from the Shop Committeeperson.

\*Department Resource Group:

Production Techs

\*\*UAW Shop Committeeperson

\*Both parties recognize the following work groups will be combined for vacation purposes only:

- Department Resource Groups and Team Leaders within each Department **with the exception of Materials**
- Quality: CMM, Lab, CAT Team and Audit Customer Feedback

\*\*UAW Shop Committeeperson will retain voluntary overtime rights in the workgroup in which **their last awarded job gives them rights to.**

## LETTER OF UNDERSTANDING

### JOB SECURITY-CLEVELAND TMP AND PLANT CLERICAL

During these negotiations, the Union and the Company devoted much time to discussing the future viability of the Cleveland Truck Manufacturing Plant relative to Daimler Truck North America's Heavy Duty Freightliner Cascadia, Argosy, Century Class and Columbia product lines and the Company's ability to maintain the flexibility to manufacture such products in the most efficient manner and location.

In consideration of the Union's concerns regarding job security at Cleveland, the Company reconfirms its commitment to the Cleveland facility by including this Letter of Understanding in the **2024** Labor Agreement.

The Company commits, for the term of the **2024** Labor Agreement, to build at the Cleveland facility a Base Level Average (BLA) of seventy- eight (78) trucks each day, **with a ramp to seventy-nine (79) by the end of Q3 2024 and to eighty (80) trucks by the end of Q1 2025,** calculated on a monthly basis as described in this Letter of Understanding and subject to the following definitions, schedules and conditions:

1. Definitions- for the purposes of this Letter of Understanding, the following terms shall have these defined meanings, regardless of the meaning of such terms in any other context.
  - a. "Trucks" shall mean:
    1. Freightliner Cascadia **and/or Western Star** chassis or new model replacement ordered for delivery and ultimate domicile within the United States or Canada, whether as a complete chassis or as a glider kit.
    2. All Argosy chassis ordered for delivery worldwide.
    3. Century Class/Columbia righthand drive export chassis ordered for delivery and domiciled in Australia, New Zealand and South Africa, whether as a complete chassis or as a glider kit.

However when calculating the BLA, as defined in Section 2(a) below, total number of Trucks shall include all Trucks Built regardless of whether the trucks are ultimately domiciled in the US or Canada or elsewhere, including product models not specifically named in this section.

- b. "Work Day" shall mean every Monday through Friday, excluding holidays.
- c. "Trucks Built" shall mean Truck chassis started.

## 2. Number of Vehicles to be Built.

- a. The BLA for a given calendar month shall be calculated by dividing the total number of Trucks Built in the calendar month by the number of Work Days in the same calendar month.
- b. The Company shall be entitled to build less than the BLA, without any liability for breach of this LOU, so long as no Trucks are built at any other location.
- c. In the event that the Company anticipates that the calculation set forth in 2(a) and 2(b) above will result in a BLA below seventy-eight (78) **through September 30, 2024, seventy-nine (79) between October 1, 2024 and March 31, 2025, and eighty (80) as of April 1, 2025**, for a given month, the Company shall meet with the Union to discuss how best to address the shortfall without a temporary shutdown of the facility and/or a layoff of employees. The parties understand that the facility might produce no trucks and/or have extended periods of temporary shutdown. In such circumstances, the parties may modify the required number of Trucks Built necessary to comply with this Letter of Understanding by executing a written document signed by a representative of the local Union and the Company setting forth such modification. Each such written document shall only apply to the single month specified in the document.
- d. The calculation in Section 2(a) above shall not include as a Work Day any day that would otherwise be a Work Day when such day is affected by a circumstance beyond the reasonable control of the Company, including, but not limited to, acts of God, weather, outbreak of disease, war, supplier insolvency or failure, unavailability of essential components, equipment failure, power failure, or intervention of local, state, or Federal government. In all cases where a Work Day is impacted by such circumstance, the Company shall meet with the local Union Representatives to discuss how best to address the shortfall.

## 3. Conditions:



- a. Reporting to the Company- By the fifth(5th) day of each calendar month, the Company shall deliver to the Union a calculation of the number of Trucks Built each day during the prior calendar month and the total number of Work Days in the preceding calendar month.
- b. The BLA is intended by the Company to be a floor on the level of production of trucks at the Cleveland facility assuring a minimum level of production in the absence of severe economic conditions. The Company commits to increase production at the Cleveland facility above the BLA levels established in this Letter of Understanding, but the parties acknowledge that such increase may not be permanent.

**LETTER OF UNDERSTANDING**  
**JOINT UAW/DAIMLER TRUCK QUALITY STICKER**

A UAW sticker will be placed at a mutually agreeable location on each truck manufactured at Cleveland.

**LETTER OF UNDERSTANDING**  
**MASS COMMUNICATIONS SYSTEM**

During the **2024** contract negotiations, the parties agree to consider utilizing a Mass **Communications** System for recall and plant closure notifications. The Company will make an attempt to notify employees being recalled from layoff via the Mass **Communications** System. After notification has been made, via the Mass **Communications** System, a log will be provided to the Union if possible. After all laid off employees are recalled, the Company and Bargaining Committee agree to further consider and discuss the ease and effectiveness of the system for use in future recall periods. The certified letter sent to recall laid off employees in accordance with Article 5, Section 3 shall be the official document of record. The mass **communications** notification will be in addition to the certified letter.

## **LETTER OF UNDERSTANDING MOVING WORK**

During the **2024** negotiations it was discussed the need for separate language regarding the movement of employee(s) due to work being reassigned from one team to another team or from a work group to another work group or from one Department to another Department. Providing additional manpower is required in the area the work is moving to the following process will be followed:

- 1) By seniority employees in the team and classification that are affected by the moving of the work will be offered the opportunity to be reassigned to the team where the work is being relocated.
- 2) If no one in the team volunteers to be reassigned to the team where the work is being relocated within the department the opportunity will be offered by seniority to the employees in the work group and classification affected by the moving of the work.
- 3) If there are no volunteers from the team or work group the least senior employee in the work group and classification will be moved to the team to which the work has been relocated. However, other classifications within the workgroup may invoke their seniority to be reassigned where the work is being relocated forfeiting displacement rights to the workgroup and classification they are leaving.
- 4) If the work is being moved to another Department the employees in the workgroup and classification affected by the moving of the work will be offered the opportunity in seniority order to be reassigned to the Department the work is being relocated to. However, other classifications within the workgroup may invoke their seniority to be reassigned where the work is being relocated forfeiting displacement rights to the workgroup and classification they are leaving, save and except joint selection processes or specialized required skill classifications.

- 5) If subsequent openings remain in the work group (from where the work moved) and the affected team continues to have excess manpower the least senior members from the reduced team will fill those vacancies in seniority order. Employees who are involuntarily displaced through this process will have displacement rights back to their workgroup and classification.

If no additional manpower is required in the area the work is moving to and there is still a need to reduce in the area the work came from Article 11 Reduction in Manpower will be utilized.

In the event that the movement of work is occurring due to layoff, recall or reduction in manpower Article 11 will supersede this Letter of Understanding.

### **LETTER OF UNDERSTANDING NEW TECHNOLOGY**

During the **2024 contract** negotiations, the Union expressed concerns about the impact new technology on job security for the Cleveland Truck Manufacturing Plant represented office work force. The Company recognizes that job security is an important consideration for all employees. The Company also recognizes the importance of communicating plans that could impact job security to the Union in a timely manner. The Company's goal is to protect jobs for Company employees and utilize Company facilities to the extent practical, understanding that it must balance employee concerns against the business environment in which we must compete.

In addition, the Union expressed concern regarding the introduction of new technology and the issues related to its implementation. If the Company plans the introduction of new or advanced technology, the local parties will meet so as to permit meaningful discussion of the impact of the technology, if any, upon employees. When new technology will simply replace current technology the employees are using (e.g. an updated version of Windows), employees will be trained on the new technology.

It is also understood that the Company will make the final decision on work design, new technology implementation, and expenditures of capital investment funds.

**LETTER OF UNDERSTANDING**  
**QC INSPECTOR, QA LAB, QC AUDIT, AND CAT SELECTION**

The parties recognize the roles and responsibilities of a QA Lab employee and CAT member often involve specific duties that require a higher level of understanding of the truck manufacturing process and expertise when dealing with daily assignments related to these roles. These roles require the ability to interpret items such as drawings, specifications, **GM&T** analysis, dealer reports, corrective/quality action requests, warranty data, and interactions with external contacts such as dealers, customer, and suppliers. As a result, the parties acknowledge the selection criteria for a job posting in one of these positions cannot be based on seniority alone. Both parties agree for future postings to determine qualifications based on a validated evaluation/testing criteria. Said positions will be filled using a Joint Selection Committee comprised of an equal number of designated members from the Company and the Union.

The Company will provide essential training materials (through Company established study guides) to ensure employees seeking promotional opportunities (into QC Inspector **and QC Audit** positions) will have access to necessary data to obtain entry level knowledge. Employees bidding into QC Inspector **and QC Audit** positions will be required to have completed self-paced studies provided by the Company as criteria in the job bidding process. Once the self-paced study is completed at a satisfactory rating, the QC Inspector **and QC Audit** position will be awarded in seniority order of the bidders who have met this minimum requirement. Additionally, confirmation that the bidder has entry level skills for the position will include testing, that will be mutually agreed upon by the Company and the Union.

## **LETTER OF UNDERSTANDING RESERVED PARKING**

The Reserved Parking Area shall accommodate a maximum of one hundred twenty (120) spaces, which will be available for customers, suppliers, visitors, and Office and Management employees. Additional space may be provided and configured as necessary for disabled individuals.

## **LETTER OF UNDERSTANDING TEAM LEADER**

The roles and responsibilities of a Team Leader are vital to the success of the TOS initiatives, daily production needs, and support of the Department. These positions facilitate team performance and provide a support network for the employees within the Departmental work groups. The following is a list of daily activities but is not all inclusive of their responsibilities to help in attaining the needs of the work group and Department:

- Establish and lead team meetings.
- Facilitate team performance on SQDCME metrics.
- Document, solve and provide feedback on problems related to team performance.
- Make sure the team has tools and training to do their job.
- Strive to achieve first time production goals.
- Improve the team area with help of Team/ Supervisor or other support groups.
- Link with external groups when necessary.
- Facilitate team cross-training.
- Coach positive team dynamics and morale.
- Ensure team is completing PPAF form and identifying key issues on the line.
- Encourage employee suggestions.
- Produce Team driven Continuous Improvements.
- Investigate root causes of line stoppages and proper use of the Andon System.

- Ensure all work team operations conform to plant safety standards.
- Communicate safety hazards to new and existing team members.
- Assist Supervisor with facilitating manpower movement.

#### Involuntary Removal/Dismissal:

For the above stated roles and responsibilities it is important the Team Leader operate at a level of performance that provides this support and fosters continuous improvement within the Team. Therefore if a Team Leader is not performing at an acceptable level and is not showing improvement from the evaluation, the Team Leader will be removed from his position. The opening created by the removal of the Team Leader will be pursuant to the placement procedures outlined in Article 12 Job Posting.

Under the above stated circumstance the Team Leader being reduced will be placed in an opening within the plant in either an assembler or utility classification. If there are no openings, they will displace the least senior in the plant in the classification of assembler or utility.

#### Voluntary Job Relinquish:

A Team Leader requesting to voluntarily relinquish his/her role and step down may do so by written request using a form provided by Human Resources. The opening would then be filled according to the procedure outlined in Article 12 Job Posting.

During the period of a layoff, a Team Leader cannot relinquish his/her role.

Under the above stated circumstances the Team Leader would recognize he/she would be using one (1) job bid during this process. The Team Leader may not job bid to the Team Leader classification until one (1) year has passed from the date of relinquishing his/her Team Leader classification.

Team Leaders would first fill an opening within the plant in either an assembler or utility classification. If there are no openings, they will

displace the least senior in the plant in the classification of assembler or utility.

#### Reduction of Team Leaders:

The Company and Union recognize the need to keep the knowledge of the Team Leader within their respective Departments therefore, Team Leaders under Article 11 will only be allowed to displace other Team Leaders within their Department assuming they have seniority to do so. Should they be unable to displace another Team Leader within their Department they will follow the stated process in Article 11 Layoff/Recall/Reduction of Manpower.

### LETTER OF UNDERSTANDING TEAMWEAR

All employees at the Cleveland Truck Plant will be required to wear Company provided teamwear at the Company's expense.

- 1) Four (4) teamwear shirts will be blue and one (1) teamwear shirt will be red in recognition and support of our veterans.
- 2) The UAW logo will be **an option for all employees to be placed** on the back of the shirt and will be four (4) inches in diameter.
- 3) The red teamwear shirt will be worn on Fridays.
- 4) The teamwear shirts are to be worn on every production and overtime day.
- 5) The teamwear shirts will be the responsibility of the employee to clean and maintain.
- 6) Teamwear shirts will be replaced on a yearly basis, if needed, starting from the date of delivery of the teamwear shirts to the employee. The Company will make other provisions for employees who provide sufficient medical documentation concerning teamwear shirts.
- 7) If the teamwear shirts become badly stained, ripped, shredded, or become too small or too big, the employee can exchange the teamwear shirts for replacements during the year. The unserviceable teamwear shirts must be turned in.

- 8) Teamwear shirts lost or additional teamwear shirts will be replaced/purchased at the employees cost through payroll deduction.
- 9) Employees may wear a plain colored long sleeve shirt underneath the teamwear shirts.
- 10) No other markings such as a screen print, embroidery etc. is allowed on the shirt except for what is provided by the Company. There will be no defacing, covering up or altering of the teamwear shirts.
- 11) An employee's failure to abide by the above team wear rules will be subject to progressive discipline up to and including termination.
- 12) The Company agrees to notify the Shop Chairperson of any changes to the program in writing. The Company reserves the right to discontinue this program.
- 13) Employees who are regularly assigned to working outside will be provided a mutually agreed upon lighter colored teamwear shirt.
- 14) **Each employee shall be allowed to wear Union distributed shirts on any workday.**
- 15) **Each employee shall be allowed to wear Company supplied shirts on any workday, such as Ride of Pride shirts, customer event shirts, etc.**
- 16) **The only time shirts could be worn, other than as designated above, would be by mutual agreement.**

## **LETTER OF UNDERSTANDING TOBACCO FREE POLICY**

The Cleveland TMP is a tobacco free facility. This policy applies to cigarettes, cigars, pipes, and chewing tobacco. Additionally, it is understood that this policy while not specifically referencing it repeatedly, does include electronic cigarettes.

Tobacco use will only be permitted during non-work times and only in the following eight (8) designated locations, which will be appropriately covered to protect from the elements:



- 200 Building - outside break area at pre-paint chassis
- Outside break area at mid chassis
- Outside break area at final chassis
- 400 Building - outside break area on south end by near the cafeteria
- Offline- CRC outside break area
- Offline- south end by alignment pit
- Two additional locations to be determined by the parties

Additional areas may be considered at a later date. It is understood and agreed that there will be absolutely no smoking in proximity of natural gas units.

By mutual agreement between the Company and the Union, designated areas may be removed if employees are unable to maintain proper housekeeping.

Employees are also allowed to use tobacco in their personal vehicles during non-work times.

An important component of the program will consist of a Company paid tobacco cessation program (to be taken on the employees own time) for willing participants. The Company and the Union agree to encourage employees to utilize the Employees Assistance Program (EAP) or other available health benefits to voluntarily enter a tobacco cessation program.

## **LETTER OF UNDERSTANDING UNION FLAG**

DTNA will fly the UAW Flag in front of the plant, in-plant office, cafeteria, Cleveland CTS, Freightliner Training Center and Audit Center for the life of the Agreement.

## **LETTER OF UNDERSTANDING WEEKEND SHIFTS**

For the purpose of addressing operational needs, the Company, with mutual agreement, has the option to utilize a weekend shift configuration. The provisions of this LOU are subject to change based on mutual agreement. The initial setup of the weekend shift will be effective until December 31, 2018. At that time, the parties will meet to determine the need to continue and length of next duration in writing.

The weekend shift will be managed as a separate workgroup and assigned to the Manufacturing Resources Manager.

### **Hours of Work**

The weekend shift configuration consists of four (4) eight (8) hour shifts, thirty-two (32) hours total duration.

Friday through Monday - 6:30 AM through 3:00 PM

### **Breaks/Lunch**

Employees working the weekend shift configuration will be subject to a twenty (20) minute paid break and a thirty (30) minute unpaid lunch.

### **Compensation**

Employees working the weekend shift are paid forty (40) straight- time hours for working their regularly scheduled, thirty-two (32) hour workweek at Grade Pay 6 and their respective step on the wage progression scale.

Daily overtime will be paid as defined in Article 8.

All hours worked on Tuesday will be paid at the time and one half rate and all hours worked in excess of eight (8) hours will be paid at the double time rate. All hours worked on Wednesday and Thursday will be paid at the double time rate.

Employees will be selected for Tuesday, Wednesday and Thursday rotational overtime on separate sign-up sheets.

## Benefits

Employees working the weekend shift are entitled to full benefits subject to the terms and conditions of this contract.

## Selection Process

All positions will follow the provisions of Article 12 and will be awarded by seniority. No seniority employee will be forced into the weekend shift.

The weekend shift will consist of a maximum of twenty (20) employees for each shift.

## Job Assignments

It is the intent of the Company to utilize this weekend shift to provide production support, specifically regarding Monday/Friday absenteeism. As such, employees working these hours will be expected to fill in for absenteeism on Mondays and Fridays as a plant utility pool.

Weekend shift employees will be reduced as outlined in Article 11 and retain displacement rights accordingly.

## Holidays

Weekend shift employees will be paid holiday pay with the day off for all holidays that fall on Fridays and Mondays. If a holiday falls on Tuesday thru Thursday employees on the weekend shift will be given paid time off equal to those holidays with mutual agreement as to the appropriate days.

## Sick/PTO Time

Weekend shift employees will receive a minimum of the total annual sick/PTO pay that a weekday shift employee receives under Article 24 and 25.

## Vacation

Weekend shift employees will receive the same vacation entitlement calculated in weeks that a weekday shift employee receives under Article 10. Each weekend shift employee getting forty (40) hours working thirty-two (32) hours will be given credit for forty (40) hours worked against vacation entitlement pay.

## Bereavement

Bereavement leave will be administered per Article 28 of the Common Language with the following exceptions: employees shall be excused with pay for four (4) scheduled workdays, for a bereavement leave of a five (5) day qualifying event.

## General Provisions

After December 31, 2018, either party at the end of the 2nd and 4th quarter of succeeding years may discontinue the use of the weekend shift. Notification of such will be provided, in writing, to the other party within fifteen (15) calendar days prior to the end of the quarter.

Any issues that may arise that are not covered in this Letter of

Understanding (LOU), will be discussed and mutually agreed upon by the parties (Union and Company).

## LETTER OF UNDERSTANDING CLEVELAND CTS

Cleveland CTS will follow all articles of this Agreement in conjunction with the additional items listed below. When the term Plant Manager or Department Manager are referenced within the language of the Collective Bargaining Agreement, it shall mean the same as the CTS Manager for circumstances involving Cleveland CTS.

## REPRESENTATION

The Company will recognize one Shop Chairperson for CTS employees that will be assigned to 1st shift and will recognize a Shop Committeeperson on an "as needed" basis for constituents assigned to the off shifts. It's further understood that, with notice to Management and their approval, circumstances may require the CTS Shop Chairperson to pull an Alternate Representative to assist with representation taking place in two areas.

## HOURS OF WORK

1. CTS Hours of Work 3 Shift Operation:

First Shift	6:00 a.m. to 2:00 p.m.
Second Shift	2:00 p.m. to 10:00 p.m.
Third Shift	10:00 p.m. to 6:00 a.m.

**2.** CTS Hours of Work: 2 Shift Operation:

a) **8.5. Hour Shift**

First Shift	6:00 a.m. to 2:30 p.m.
Second Shift	3:30 p.m. to 12:00 a.m.

OR

First Shift	6:00 a.m. to 2:30 p.m.
Third Shift	8:30 p.m. to 5:00 a.m.

b) **8 Hour Shift**

<b><u>First Shift</u></b>	<b><u>6:00 a.m. to 2:00 p.m.</u></b>
<b><u>Second Shift</u></b>	<b><u>4:00 p.m. to 12:00 a.m.</u></b>

OR

<b><u>First Shift</u></b>	<b><u>6:00 a.m. to 2:00 p.m.</u></b>
<b><u>Third Shift</u></b>	<b><u>9:00 p.m. to 5:00 a.m.</u></b>

**3.** CTS Hours of Work: 1 Shift Operation:

a) **8.5 Hour Shift**

First Shift	6:00 a.m. to 2:30 p.m.
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b) **8 Hour Shift**

<b><u>First Shift</u></b>	<b><u>6:00 a.m. to 2:00 p.m.</u></b>
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Per Article 7, Section 1, shift starting times may be changed with mutual agreement.

**WAGE RATES AND OVERTIME**

- 1.** CTS starting times for voluntary overtime on Saturday, Sunday or Holiday will be one (1) hour prior to the normal scheduled shift. Off-shift start times for voluntary overtime will be mutually agreed by both parties prior to scheduling. Mandated overtime on Saturdays will start at regular start time.
- 2.** Cleveland CTS will utilize the same language listed in this Article for determining overtime with the exception of Saturday, Sunday,

and/or Holiday overtime which will continue to be selected by seniority.

3. **A voluntary overtime sign-up sheet consisting of before and after shift sections will be posted by individual overtime groups three (3) weeks in advance from the current week for all employee(s) who want to volunteer for daily overtime.**
4. **Weekend and/or Holiday volunteer approval will be favored by eight (8) hours over six (6) hours, and six (6) hours over four (4) hours.**
5. **Mandatory Overtime Provisions:**
  - A. Mandated **daily** overtime will not be scheduled on Fridays unless mutually agreed by the Union and the Company.
  - B. **When circumstances allow, Saturday overtime will not be mandated until Saturday volunteers are exhausted.**
  - C. **When daily overtime is mandated, it will be limited to no more than one (1) hour post shift.**
  - D. Employees on a pre-approved absence in conjunction with a mandated Saturday will have those hours credited towards the maximum hours of overtime per calendar month. Employees must take the last half of Friday or the first half of Monday on half day vacation or approved leave to be excused for the mandated Saturday overtime.
  - E. Upon mutual agreement between the Union and the Company, it is understood when CTS is operating on a two (2) shift operation, with a first and third shift, daily mandated overtime for the third shift can be scheduled pre-shift instead of after normal work hours. However, the Company or the Union reserve the right to cancel this Agreement for third shift daily mandated overtime with a written fourteen (14) calendar day notice and will revert to the language in Article 8 Section 6.

## **VACATIONS**

CTS employees may schedule at least one (1) full block week of vacation during the advanced scheduling period. Any vacation time entitlement not scheduled for block weeks during the advanced scheduling period may be used as full block weeks, single days, or in four (4) hour increments, based on availability at the time of the request and in accordance to the guidelines outlined in Article 10. A maximum of five (5) single days may be reserved for four (4) hour increments with the remainder of single days taken in eight (8) hour increments. Half days of vacation used for plant shutdown periods will not be counted against the half day vacation allotment.

## **LAYOFF/RECALL/REDUCTION IN MANPOWER**

Yard Dogs and Certified Welders at CTS will be recognized as "Specialized Required Skills."

## **JOB POSTING**

### **1. CTS JOB BIDDING**

In order to reduce the amount of time needed to fill positions in CTS, job bids will be accepted by all employees who are currently working at CTS. All bids by employees with less than six (6) months of seniority will be placed aside when reviewing the job bid applications. If there are an insufficient number of applicants with more than six (6) months of seniority, the job bid applications from the employees with less than six (6) months of seniority will then be considered valid and subsequently reviewed following the job bid selection process as outlined in Article 12, Section 1 in order to fill any remaining opening(s).

### **2. CTS UTILITY TEAM**

Cleveland CTS does not have a Utility Team workgroup. As a result, in cases of temporary manpower adjustment, **Management shall give the option by seniority to employees who are currently displaced out of the classification being backfilled before selecting employees from the daily manpower adjustment sign-up sheet.** CTS Employees wanting to work out of group for the day must sign a daily manpower

**adjustment** sign-up sheet. Management will select by the most senior employee able to do the work on a daily basis. Employees who have signed the Daily Manpower Adjustment sign-up sheet must be present when the adjustment takes place. If there are no employees signed up for daily **manpower** adjustment, then Management will temporarily reassign the least senior employee able to perform the work. It is further understood an employee that is temporarily reassigned to another **workgroup** for the day, the reassigned employee will not be required to work the overtime unless their home workgroup is mandated for daily overtime. However, if an employee's home **workgroup** is shutdown early and the employee has been reassigned for the day, the employee will not be afforded the opportunity to leave unless the newly assigned work group is shutting down early.

### **3. TEMPORARY JOB POSTINGS**

- a) In order to allow flexibility of creating and/or filling jobs temporarily within CTS, temporary job postings may be utilized. The jobs will be posted in accordance with Article 12 and the LOU - Cleveland CTS language related to Article 12. The jobs will be identified as temporary and will be filled for a maximum of sixty (60) calendar days. The employee awarded the temporary job will be paid the rate of the new classification or the rate of their current classification, whichever is higher. Employees who fill the temporary job posting will not be charged a job bid. At the end of the sixty (60) days, the temporary job will be evaluated and if the employee filled the role for at least thirty (30) of those sixty (60) days, the job will be permanently posted in accordance with Article 12.**
- b) In cases where the job is being filled as a result of a Short Term Disability (STD) leave, the job assignment can vary from one (1) week to six (6) months. If the temporary job is the result of a STD or another approved leave, it will be specified on the job posting.**



- c) If the employee transitions from STD to Long Term Disability (LTD), then the job will be posted as a permanent posting.**

## **TRANSFER OF SHIFT**

### **SHIFT PREFERENCE**

Cleveland CTS will utilize the same language listed in this Article for determining shift preference and shift adjustments save and except the shift preference forms will be removed from the designated boxes by CTS Management and the Union Representative on Tuesday and Thursday of each calendar week by 2 p.m. **The Company and Union agree to convert to an electronic shift preference system with the understanding that Union Representatives have to be trained and have access to the system for records.**

## **MISCELLANEOUS**

### **CTS VOTING AREA**

The CTS Voting Area will be located in the main break area.

## **SKILLED TRADES FOR THE CTS FACILITY**

During the **2024** Negotiations the Company and the Union discussed the potential need for Skilled Trades labor to support CTS operations. The parties agree to further investigate the need and cost/cost avoidance for adding additional labor. The parties will complete a cost analysis within one (1) year of the ratification of the **2024** Collective Bargaining Agreement.

**Furthermore, it's understood that the Company will continue to work together with the Skilled Trades Department and Skilled Trades Representative on discussions for performing preventative maintenance in the CTS facility along with other projects requiring the Skilled Trades group.**

## **TEAM LEADERS VOLUNTARY/INVOLUNTARY REMOVAL**

1. CTS Team Leaders who voluntarily relinquish their classification or are involuntarily removed from the classification will first fill a

vacancy within CTS. If no vacancy exists, the removed Team Leader will displace the least senior person within CTS.

2. Team Leader Backfilling:

If a Team Leader is not present **for four (4) or more hours**, the temporary assignment will be first offered to a displaced Team Leader within the team. If there is not a displaced Team Leader **within** the team, the position will be offered to the most senior volunteer within the team.

## CLEVELAND CTS WORKGROUPS

CTS classifications will be assigned to the workgroups as listed below for the purposes of job posting, vacation and overtime.

Tech I Group	CTS Technician I
Tech II Group	CTS Technician II
Support Group	<b><u>CTS</u></b> Yard Dog, <b><u>CTS Quality Control, CTS Quality Auditor</u></b>
Resource Group	<b><u>CTS</u></b> CI Facilitator, <b><u>CTS</u></b> Production Tech, <b><u>CTS</u></b> OU Trainer, CTS TOS Implementation Team Member, <b><u>CTS Production Coordinator</u></b>
Team Leader	<b><u>CTS</u></b> Team Leaders
<b><u>Materials Group</u></b>	<b><u>CTS Material Handler</u></b>

## CTS LIGHT DUTY PLACEMENT

The Union and the Company agree placing employees with restrictions back into the work force as soon as possible is mutually beneficial to both the employee and the Company. An employee with restrictions will be placed performing the duties of a regular, existing job that will meet their restrictions, seniority permitting. No job will be modified, nor will any job be created in order to accommodate an employee's restrictions.

## **CTS / MODIFICATION/ REPAIR WORK**

Trucks built in or scheduled for Cleveland needing PDI, modification, or repair work will normally be performed by Cleveland CTS. In exceptional circumstances due to customer demand or overall workload, there may be instances where the work is performed in other facilities. In these situations, the Company will notify the Union of the business reasons, projected number of units, and duration of activities to support resolution of potential issues.

## **CTS OFF-SITE AGREEMENT**

- A.** The UAW CTS Shop Chair will be notified when off-site work is agreed to by Management and it requires hourly employees to travel. Any work off site in which employees report to Cleveland CTS at shift start and return by shift end will be treated as standard daily work and subject to the standard work assignment procedures.
- B.** Selection of employees for off-site work will be performed on a voluntary "most senior qualified" basis as outlined below. If the selection process does not result in a sufficient number of volunteers, no employee can be forced to work off site unless the hours of work fall within the normal operating hours for CTS.
- C.** A member of Management or Team Leader may need to be present for the off-site work. In the event a Team Leader is needed to work off-site, the Team Leader will be selected by the same process outlined below.
- D.** Volunteers for off-site work cannot be in the Attendance Control Program at the time of the off-site work solicitation.
- E.** Volunteers will be solicited starting with the most senior employee within the classification which the work being performed falls under. If an insufficient number of volunteers are acquired through the solicitation process in the classification, Management and the UAW CTS Shop Chair will

discuss the possibility of opening up the solicitation on a shop wide basis. This discussion will outline the required skills for volunteering based on the off-site work being performed. If the off-site work does not clearly fall into one of the CTS classifications, a decision will be made between Management and the UAW CTS Shop Chair to determine the classification from which the primary solicitation will be made.

- E. Available training matrix scores for the volunteers will be reviewed if work being performed is standard Tech I or Tech II work as defined on the training matrix. In order to be eligible for off-site work, the employee must have a matrix score of three (3) or higher for the job(s) being performed off-site. If the training matrix scores have not been updated within the previous month, the specific job scores required for the off-site work will be reviewed between Management and the UAW CTS Shop Chair before solicitation begins. If the work being performed is not a specified job on the training matrix, selection will be based on classification and seniority alone.
- G. With regard to expense reimbursement, employees will be reimbursed per the DTNA Travel and Reimbursement guidelines in use at the time. Expense reports will be completed in the Reimbursement System by CLE- CTS Office Administration following the off-site workers return. It is further understood that employees must maintain accurate records for expense reimbursement including the retention of all receipts.
- H. All volunteers who perform off-site work will be supplied a copy of the DTNA "Code of Conduct" and will acknowledge they have read and understand the associated standards prior to departure. Additionally, it is understood and agreed that DTNA employees will comply with any and all codes of conduct and personal protective equipment requirements

where the work is being performed. All volunteers will be informed their performance can potentially be reviewed and reported back to CTS by the customer/off-site Management.

## **CTS PROFESSIONAL LICENSE**

The Company will pay for the maintenance of professional licenses if required for the employee to perform his job.

## **CTS SENIORITY**

It is understood the seniority of CTS employees will be based on their date of entry into the department. Any prior corporate seniority will be honored for the purposes of vacation, wage rates, and pension.

## **BACK FILLING THE YARD DOG CLASSIFICATION**

- a) When a Yard Dog is absent for four (4) or more hours of a scheduled **workday** and the Company finds it necessary to temporarily reassign another employee to the classification for the day, **Management will first give the option to anyone who is currently displaced from the Yard Dog classification before selecting another employee to back fill off of the daily manpower adjustment sign-up sheet.** The reassigned employee must possess at least a valid Class B Commercial Driver's License, current DOT Medical Card and be approved by the Daimler DOT Compliance Department. The employee will be chosen by the most senior volunteer. If an employee does not volunteer, the Company will then select the least senior employee that meets the requirements above.
- b) The Union and the Company agree there will be some instances where there may not be another CDL driver available to backfill the classification, such as voluntary overtime or in rare cases, when there is no CDL drivers present in the facility. In these cases, an employee without a CDL may be placed with the Yard Dog classification to drive the shuttle vehicle.
- c) **It's further understood that the Yard Dog classification is a vital roll of day-to- day CTS processes. During periods of voluntary**

overtime for Saturday, Sunday, and/or Holiday when PDI lanes are operating and/or truck moves requiring CDL holding drivers are to take place, the Company agrees to have at least one Yard Dog present to move trucks. If a yard dog is brought in for overtime and Management determines there is no work available moving trucks, that person or persons will be moved to another job within the shop or have the option to leave early with no penalty to the employee or Company. In the event there are no volunteers, overtime can be mandated within the Yard Dog classification.

- d) In instances where there is a need to only backfill the Yard Dog classification for less than four (4) hours, an employee from the daily manpower adjustment sheet who does not possess a CDL can be placed with the Yard Dog classification to drive the shuttle vehicle for the duration of time needed to minimize the impact on daily production.

#### **CTS Straight Eight (8) Hour Days**

Through a poll of the UAW Local 3520 CTS Membership, an agreement was made between the Union and the CTS Management to move the work schedule from an eight and one half (8.5) hour day to straight eight (8) hour day. A straight eight (8) hour workday will start at 6:00am and end at 2:00pm and will consist of a single ten (10) minute break from 8:30am to 8:40am and a twenty (20) minute paid lunch from 11:30am to 11:50am. This agreement can be terminated at any time by either party with a written fourteen (14) calendar day notice. It's further understood that any part of this agreement can be modified with mutual agreement of both the Union and the Company and that either party will not unreasonably withhold or terminate their mutual agreement without a just reason for doing so.

#### **CTS Certified Welder Compensation**

1. In the 2024 negotiations the Union and the Company discussed in depth the need for Daimler CTS certified welders as this is

vital to the type of work being performed at CTS. To be considered a Daimler Truck CTS certified welder the employee must have performed and passed a Daimler Truck facilitated welding test in all three (Flat, Vertical-Up, & Overhead) positions and performed structural welding in a Daimler Truck production setting in a period not exceeding 6 months. Due to the ever-changing nature of this scope of work the Company and Union agree that these requirements may change. In the event of a requirement change, the Company agrees to notify and provide adequate documentation supporting those changes to the CTS Shop Chairperson.

2. Employees in the Tech II classification, who also maintain an active Daimler CTS welding certification, will be compensated \$1.50 per hour in addition to their current rate of pay.
3. The number of employees allowed to receive the forementioned compensation depends solely on the business needs of the Company and is subject to change based on those needs. In the event this number is limited, the priority level of the need will be based on job classification in the order listed below. It's also understood that the Company agrees to maintain minimum available openings, (listed below) regardless of business need for the duration of the 2024 Collective Bargaining Agreement.

Priority 1: Tech II (12 minimum openings)

Priority 2: Production Technician (1 minimum opening)

Priority 3: OU Trainer (2 minimum openings)

Priority 4: Team Leader (1 minimum opening)

4. In the event all available Tech II Daimler CTS welding certification holders are exhausted and additional welders are needed for production requirements, employees holding an active Daimler CTS welding certification may be pulled to fill those positions by seniority in the order of job classifications as listed below.

1) Production Technician

2) OU Trainer

3) Team Leader

5. Daimler Truck CTS welder certification testing will be performed by a qualified 3rd party determined by Management. Dependent on business needs testing will be offered to employees by seniority and priority of job classification listed below. These employees will first be required to pass a visual inspection of welds performed in all three tested (flat, vertical-up, & overhead) positions by qualified personnel at the discretion of Management prior to being submitted for testing. Employees who wish to test will be allowed no more than one (1) attempt in a calendar year. It is further understood that additional classifications can be added to the priority for CTS certified welders with mutual agreement between the Company and the Union.

Priority 1: Tech II

Priority 2: Production Technician

Priority 3: OU Trainer

Priority 4: Team Leader

### Job Security

During the 2024 negotiations, the Union and the Company discussed the future viability of the Cleveland Custom Truck Services Department and it is the Company's Intent to maintain operations at the Cleveland, NC CTS facility. The Company is committed to growing the business at Cleveland CTS providing job security and profitability for all employees at the facility. CTS production volume emanates from plant BLA language but is ultimately determined by the dealer/customer base as they have a choice in who performs work after factory release. The Company agrees if business volume dictates the need to decrease CTS headcount below the level necessary to support the plant agreed to BLA (Base Level Average) or, if the penetration rate for CTS falls below 45% for a period of Sixty (60) days or more, prior to a lay-off being determined the Company will meet with the Union at 30 days to work together to figure out options to avoid or mitigate job loss within the CTS facility.



It is further understood by the Company and the Union that, in all we do, day in and day out, our focus must be on effective and efficient operations. To do so we must always demonstrate we care about and hold ourselves accountable for:

- Every employee and their safety.
- The quality of the service and product we put out.
- Timely and efficient completion of customer work with accurate logging in and out of work orders
- The reputation of the business both internally and externally.

The Leadership of this CTS pledges to work together to make the CTS Facility effective and efficient by:

- Working safely
- Putting the customer first through the quality and integrity of our work.
- Keep every employee in mind when making business decisions.
- Make cost effective decisions.
- Jointly work together with the Union on improving employee morale.

This statement of intent will guide us in all we do in our daily activities and our relationships with each other and embracing these principles will ensure the Cleveland CTS facility will be able to sustain job security for years to come.

## **LETTER OF UNDERSTANDING PLANT CLERICAL -CLEVELAND**

The Cleveland Plant Clerical group will follow all Articles of this Agreement in conjunction with the additional items listed below.

### **SENIORITY**

Plant Clerical employees who leave the Cleveland Bargaining Unit for **positions** within DTNA shall maintain seniority eligibility upon returning to the Cleveland Bargaining Unit, so long as they have not filled a

Management position. Upon returning to the Cleveland Bargaining Unit, the Plant Clerical employee's seniority date will be adjusted to reflect only their previous time in the Cleveland Bargaining Unit for the plant seniority purposes.

#### HOURS OF WORK

Hours for Plant Clerical employees:

- A. **Hours of work will be in accordance to Article 7 Section 1.**
- B. Adjustment to work hours may be necessary due to business conditions outside of plant control. (Examples: Major component shortages, warranty recall or field campaign for safety related issues, etc.). These changes will be communicated to the Union Representative in writing twenty-four (24) hours prior to the employee notification of such adjustment. The employee will be given one (1) week (seven (7) calendar days to include the day of notification) notification prior to implementing the change of hours.

#### LAYOFF/RECALL/REDUCTION IN MANPOWER

- Recall to Plant Clerical classifications will be by plant seniority within the Plant Clerical group.
- Any Plant Clerical employee refusing recall from layoff to any classification within the Plant Clerical Bargaining Unit, other than for temporary summer help, will be considered as a voluntary termination.
- The Cleveland Plant Clerical group will utilize the following guidelines for layoff:

In the event of a layoff a minimum of **ten (10) business** days' notice will be given to employees, unless longer notice is prescribed by law. All layoffs and reductions in manpower will be conducted within affected classifications as outlined below:

The Job Posting provisions of Article 12 and Transfer of Shift provisions of Article 13 will be frozen for thirty (30) calendar days prior to and fifteen

(15) calendar days following the effective date of a mass layoff or permanent reduction.

A) Probationary employee(s) will be the first to be reduced from the Plant Clerical group.

B) If it is necessary to reduce additional manpower due to a reduction in force (layoff) or reduction of manpower with the Plant Clerical group, the following procedures will apply:

- a) Reduced employee(s), who cannot remain within their classification will return to their most recently held classification, being given the choice of openings by top seniority. If no openings exists, then they will displace the least senior employee in their previously held classification, given the employee holds seniority to do so.

- b) If the reduced employee(s) does not have a previously held classification, they will be placed into an open position, if one exists, being given the choice of openings by top seniority. If no open positions exist, the reduced employee will displace the least senior non-specialized skill employee in the Plant Clerical group, given the employee holds seniority to do so.

C) It is understood that less senior employees currently working in the classification may be retained if more senior employees being reduced from their classification with plant seniority do not have the specialized skills to perform available work. "Specialized Required Skills" are defined as and limited to the Sr. Materials Controller and Plant Scheduler, classification and will be considered as "required specialized skill" for the purpose of layoff/recall and may be retained out of seniority order. In this instance, the next least senior employee on the clerical plant wide seniority list will be placed on layoff in place of the retained employee. It is understood, an employee is not permitted to return to a "Specialized Required Skill" by displacing a less senior employee currently in the position to prevent lay-off.

## JOB POSTING

All Plant Clerical positions will be filled using a Joint Selection Committee comprised of an equal number of designated members from the Company and the Union; **with a Human Resource facilitator.** The initial opening and one (1) subsequent opening will be posted internally to the Plant Clerical group and if no candidates are selected utilizing the previous process, the opening shall be first filled with employees on the recall list, **if the recall list has been exhausted, the opening will be posted to the Plant following guidelines as outlined in Article 12. If the opening has still not been filled, the position will** then **be** posted externally. Selection will be at Management's discretion to include mutual agreement with the Union.

**Once an employee has been awarded the position, Management will work with the employee to develop a training outline to be used for guidance and is subject to modification during the training period. Training outlines will be maintained by Management and the employee over time.**

**The parties recognize there are times when employees may need to be reassigned work on a temporary basis in order to meet daily needs. These re- assignments may be due to absenteeism, high labor content, supply chain constraints, volume-mix, etc.**

**When the need arises to re-assign work on a temporary basis within the Clerical Department, critical job elements will be prioritized and distributed among the team at the discretion of management based on the skills training matrix. Employees will be paid one (1) pay grade higher when covering other job elements due to re-assignments as outlined above.**

**After ratification of this contract Management and the Clerical Shop Chair agree to conduct studies within the Clerical Team in order to improve training, develop a rotation plan, as well as the feasibility of future needs.**

## PLANT CLERICAL TEAM WEAR

Plant Clerical employees at the Cleveland Truck Plant **will follow the Plant Teamwear LOU language. However, Plant Clerical employees will be provided four (4) blue polo shirts and one (1) red polo shirt. Polo shirts will have the UAW logo and Daimler Truck on the front left of shirt.**

# **COMMON LANGUAGE A G R E E M E N T**

**Between**

**Daimler Truck North America LLC**

**Cleveland, North Carolina**

**And**

**INTERNATIONAL UNION, UAW**



**LOCAL 3520**

**April 27, 2024**

**TO**

**March 3, 2028**

**CLEVELAND**  
**Common Language**  
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## **PREAMBLE**

**Section 1.** The successful operation of the Company's business is hereby declared to be of mutual interest and both parties hereto desire to preserve, promote, and improve industrial and economic relationships, safety, cleanliness and economy and to improve and increase the quantity and quality of work performed. The Company and the Union recognize the principle of a fair day's work for a fair day's pay.

**Section 2.** The Company and the Union recognize the principle of fair day's work for a fair day's pay. In general, a fair day's work is one that is fair to both the Company and the employee. This means that the employee should give a full day's work for the time that he or she gets paid, with reasonable allowance for personal delays and fatigue. He or she is expected to operate in the prescribed method at a pace that may be considered representative of all-day performances by the experienced, cooperative employee.

## **AGREEMENT**

**(See Local Language)**

### **ARTICLE 1**

#### **RECOGNITION**

**(See Local Language)**

### **ARTICLE 2**

#### **MANAGEMENT'S RIGHTS**

**Section 1.** It is expressly understood and agreed that all the rights heretofore exercised by the Company as the owner and operator of the business and not expressly contracted away by a specific provision of this Agreement are retained solely by the Company and may be impaired only with the express consent of the Company.

**Section 2.** The Company agrees that the rights of Management will not be applied in any manner that is inconsistent with the provision of this Agreement.

**ARTICLE 3**  
**REPRESENTATION**  
**(See Local Language)**

**ARTICLE 4**  
**NOTIFICATION**

**Section 1.** The Union shall furnish the Company with a list of employees acting in the capacity of Shop Committeeperson and their alternates. The Union will also furnish a list of the names of all officers of the Local Union.

**Section 2.** All Supervisors will be authorized to handle grievances at the first step of the procedure. Additionally, the Company will furnish the Union a list of all supervisory personnel upon request.

**Section 3.** Upon request, the Company shall furnish the International Union and the Local Union with an electronic list of the names of all employees in the bargaining unit together with their last known mailing addresses, telephone number and employee identification number as reflected in the Company's personnel records through information supplied by the said employees. Thereafter, upon request, the Company shall supply the Union with the appropriate revisions and additions to such mailing list. It is expressly understood that the use of such mailing lists shall be restricted to appropriate Union purposes and the information thereon shall not be disclosed to any third parties.

All employees shall provide a telephone number and address to the Company through which they can be contacted. The Company will provide the employee with a date and time stamped copy.

**Section 4.** The Company will keep the Union informed of changes in Bargaining Unit employee's status as they occur by providing the Union with access to an electronic report showing changes in bargaining unit employee status to include pay rate change, permanent change in work group or classification, shift change, layoff and recall, and termination.

## ARTICLE 5

### SENIORITY

**Section 1.** An employee's seniority shall be computed from the time of initial employment by the Company in any capacity within the bargaining unit, except that a new employee shall be on probation for the first sixty (60) days worked. **A day of work is defined as four (4) or more hours worked.** After the sixty (60) days worked, a new employee shall be placed on the seniority list and given a seniority rating as of the first day last hired by the Company. Retention or termination of probationary employees shall be at the Company's sole discretion and specifically excluded from the grievance procedure except in cases related to illegal discrimination or Union affiliation. In cases of alleged illegal discrimination or Union affiliation, the probationary employee will have access to the grievance and arbitration procedure.

**Section 2.** Seniority shall be lost and employment terminated for any of the following reasons:

- A. Voluntary resignation;
- B. Discharge for just cause;
- C. Retirement;
- D. Three (3) working days unreported (absence without notification to the Company for three (3) consecutive working days) unless the absence is of such a serious nature that it was impossible for the employee to provide or arrange for the provision of the required notification to the Company and is substantiated by medical documentation;
- E. Absence for five (5) consecutive working days without a reasonably satisfactory excuse;
- F. Failure to report to work within three (3) working days following notification of recall from layoff. However, it is understood and agreed to by the parties that this three (3) working day rule will be automatically extended to fourteen (14) calendar days if the laid-off employee has taken work with another company during such period of layoff.

The only use of temporary seniority employees in this Agreement shall be as defined below:

1. Temporary seniority employees shall only be used as summer vacation replacements.
2. Employees who are on layoff who decline the opportunity to return for temporary summer employment shall not lose seniority.
3. Employees who do return to temporary summer employment shall retain their original layoff date.
4. Each year laid off employees will be offered temporary summer employment from May 1<sup>st</sup> through September 30<sup>th</sup> beginning with the most senior employee on layoff and in descending order thereafter. Any extensions beyond September 30<sup>th</sup> will be done through mutual agreement by both parties.
5. Temporary seniority employees may exercise shift preference among other temporary seniority employees by seniority at their time of initial placement. In the event it is necessary to transfer temporary seniority employees outside their initial work group, it will be done in consideration of seniority and their ability to do the work.
6. Temporary seniority employees will be paid the current step progression rate at which they had at the time of layoff for the job being performed and all time worked will count towards the next pay step progression.
7. Temporary seniority employees will not fill positions in departments with displaced employees before first offering the opportunity to senior employees currently working in the plant prior to May 1<sup>st</sup> to return to their "home" department. Employees who decline to return to their "home" department during the employment of temporary seniority employees will not forfeit their displacement/homestead rights.
8. Such employees will not be subject to shift displacement by seniority employees by Article 13.
9. Such employees will not be eligible for provisions of Article 12.

10. Notification requirements regarding temporary seniority employees will be the same as required regarding other Bargaining Unit employees per Article 4.
11. Maximum amount of temporary seniority employees hired for vacation replacements will not exceed the number of employees needed to fill the highest week of vacations entitlement during the five (5) month period.
12. All other provisions of the Agreement will apply to these employees.

G. Layoff or medical leave of absence for a continuous period of time exceeding the applicable accumulation limit. Seniority shall continue to accumulate during periods of layoff or medical leave of absence for an employee with seniority for a period equal to such employee's service with the Company or a minimum of thirty-six (36) months. During the **2024** negotiations, it was agreed that during the life of this Agreement, no employee will lose seniority due to layoff.

**Section 3.** It shall be the responsibility of the employee to keep both the Company and the Union informed of their current address and telephone number. During periods of layoff, the employee shall provide notice in writing of any change in address and telephone number. Failure on the part of the employee to keep the Company informed of the correct address releases the Company of any responsibility of any back pay liabilities for failure to be recalled by seniority. Upon notice of recall by certified mail, (return receipt requested) the employee shall report to work within three (3) working days. The three (3) working days provision may be extended at the Company's discretion upon reasonable acceptable proof of failure to report to work but not to exceed fourteen (14) calendar days.

Notice of loss of seniority and termination will be given to the employee involved at the employee's last known address, in writing, promptly after an entry to that effect is made in the personal records of the Company.

**Section 4.** A seniority list shall be prepared by the Company every three (3) calendar months for all employees covered by this Agreement and

posted in one (1) agreed central location in each plant. The Union shall receive a copy of this list. The employee with the most Company seniority will be first on the list and the employee with the least Company seniority will be the last. During periods of layoff, a seniority list of employees on layoff will similarly be provided to the Union.

Should any objections arise to seniority listing, such objections shall be made within thirty (30) days after posting the roster, with the exception that any employee who is on any approved leave or layoff at the time of posting the roster shall have a thirty (30) day period after returning to work to enter such objection.

**Section 5.** Employees who are transferred or promoted to positions within the Company outside of the Bargaining Unit and are subsequently separated from that job will not have the opportunity to return to a job in the Bargaining Unit.

**Section 6. See Local Language**

**Section 7. See Local Language**

**Section 8. See Local Language**

## **ARTICLE 6 GRIEVANCE AND ARBITRATION PROCEDURE**

The Union and the Company encourage all employees to discuss and fully disclose to their Supervisor any problem or complaint in an effort to resolve such problem or complaint before resorting to the grievance procedure. If after the employee has shared the facts of the matter with his Supervisor, he requests his Shop Committeeperson, the Company will summons the Shop Committeeperson and no further inquiries will be made by the Company until the Shop Committeeperson arrives.

Should a grievance occur, all parties involved should make an earnest effort to ascertain the facts and seek fair and equitable settlement through the use of the following procedure. Neither party will burden the

formal grievance procedure with insignificant matters or cases unsupported by the facts or common sense.

If the complaint is not raised within two (2) working days, it shall be deemed abandoned and not entitled to consideration thereafter, unless the employee(s) were not aware of the facts leading to the grievance.

Group grievances will be entered at Step 2 of the Grievance Procedure.

Policy grievances will be entered at Step 3 of the Grievance Procedure.

## **Section 1.**

**Step 1.** In the event that the complaint is not settled between the employee and his immediate Supervisor within twenty-four (24) hours of the time it is raised, it will be reduced to writing on an agreed upon form provided by the Union, and presented to the employee's Supervisor by the Shop Committeeperson. The Supervisor's answer will be given in writing to the Shop Committeeperson and/or placed in the designated box within three (3) working days after receipt of the grievance.

**Step 2.** If the grievance is not settled at Step 1, it may be presented to the Department Manager by the Shop Committeeperson within three (3) working days after receipt of the Supervisor's answer in Step 1. The Department Manager's answer will be given in writing to the Shop Committeeperson and/or placed in the designated box within three (3) working days.

**Step 3.** In the event the Department Manager's answer is not satisfactory, the Shop Chairperson may, within five (5) working days of the Department Manager's answer, request a meeting in writing with the Human Resource Manager or designee to seek resolution of the grievance. The Step 3 meeting may include representatives of the Human Resource Department and other management representatives as deemed necessary and, the Union Shop Chairperson and the Committeeperson who has handled the grievance in Steps 1 & 2 above and other appropriate witnesses as deemed necessary. This group shall meet as soon as practical but, no later than ten (10) working days of receipt of written request. The Company's

answer will be given within five (5) working days of the conclusion of the Step 3 meeting.

**Step 4. Regional Review Step:** In the event the Company's answer is not satisfactory, the Shop Chairperson may, within five (5) working days request a meeting in writing with the Human Resources Manager or designee to seek resolution of the grievance. The Step 4 meeting will include the Plant Manager or his designee, the Human Resources Manager or his designee, and other Management representatives as deemed appropriate by the Company; also included will be one (1) or two (2) Representative(s) of the International Union, the Shop Committeeperson involved in previous grievance steps, Shop Chairperson, and the local Union President. The Shop Chairperson may bring an additional representative(s) as deemed necessary by the Union. This meeting will be scheduled within ten (10) working days of the written request from the Shop Chairperson for the 4<sup>th</sup> step meeting. The Company's answer will be given within five (5) working days of the conclusion of the 4<sup>th</sup> step meeting.

The Regional Representative upon receipt of the 4<sup>th</sup> Step Company answer shall have thirty (30) calendar days to settle, withdraw or appeal the grievance to the Arbitration Step of the procedure or the UAW Heavy Truck Department. Upon receipt, Representatives from the UAW Heavy Truck Department shall contact DTNA Corporate Labor Relations in an attempt to dispose of the grievance.

**Step 5. Arbitration:** Region and/or UAW Heavy Truck Department. If the matter is one subject to arbitration as provided in Article 2, Management's Rights, or one involving the discharge and discipline of employees pursuant to Article 15, Discipline and Discharge, hereof, and all conditions satisfied, including applicable time limits, then the Union may, within sixty (60) working days of the Company's answer in Step 4, request that the grievance be submitted to an arbitrator for determination pursuant to Sections 2 through 6 hereof. The fact that the Union does not request arbitration within the allotted time, or the fact that a grievance is withdrawn by the Union, will be without prejudice or precedent to either party.



**Section 2.** The written request for arbitration of a matter, which is arbitral under the terms of this Agreement, shall set forth the nature of the grievance. The **Company** will submit a form to the FMCS requesting a panel of seven (7) arbitrators **within ten (10) working days of the request of the Union** (Company will pay the cost of submitting the form). The Company and the Union shall within ten (10) working days, select the arbitrator by striking from the panel until only one (1) name remains on the list. The name of the arbitrator remaining on the list shall be deemed as accepted by both parties.

**Section 3.** The arbitrator so selected shall schedule a prompt hearing at which time he shall have the power to make determinations of fact on the questions submitted to him and apply them to the provisions of the Agreement alleged to have been violated, so long as the matter is one which is subject to arbitration under the terms of this Agreement and so long as it is submitted to him in accordance with the procedure herein specified. In interpreting and applying the provisions of this Agreement which are subject to arbitration and in making findings of fact in connection therewith, the arbitrator's interpretation must be in accordance with the terms of this Agreement.

No arbitrator shall have the jurisdiction or authority to add to, take from, nullify or modify any of the terms of this Agreement or to impair any of the rights reserved to management under the terms hereof, either directly or indirectly, under the guise of interpretation; nor shall he have the power to substitute his discretion for that of management in any manner where management has not contracted away its right to exercise discretion. The arbitrator shall be bound by the facts and evidence submitted to him and may not go beyond the term of this Agreement in rendering his decision. No such decision may include or deal with any issue or matter, which is not expressly made subject to arbitration under terms of this Agreement.

The decision of the arbitrator shall be in writing and shall be final and binding upon the parties when rendered upon a matter within the authority of the arbitrator and within the scope of matters subject to arbitration as provided in this Agreement.

The decision of the arbitrator shall be rendered in writing within thirty (30) calendar days after the close of the hearing or the date for submission of written briefs.

**Section 4.** Unless it is mutually agreed otherwise, each grievance, which is subject to arbitration, shall be handled by a separate arbitrator in a separate hearing, except grievances arising out of an identical set of facts or the same incidents may by agreement be heard together. It is further agreed that arbitration cases will be scheduled on a prioritized basis such that discharge cases or other potential back pay cases will be scheduled ahead of other pending cases.

**Section 5.** The fees of the arbitrator and the necessary expenses (exclusive of payment to witnesses) shall be borne by the losing party. Each party shall pay the fees of his own counsel or representative. If an employee-witness is called by the Company, the Company will reimburse him for the time lost. The Company will also reimburse either the grievant or one (1) Union witness for time lost to attend the arbitration hearing. If other employee-witnesses are called by the Union, the Union will reimburse them for the time lost. Any non-employee witness will be compensated by the party requesting his appearance.

In the event an arbitrator is selected and a hearing date is scheduled and agreed upon by both parties and either party subsequently cancels such hearing, the party so canceling shall pay any cost assessed by the arbitrator.

**Section 6.** Except as noted in Article 5, Section 1, should it be determined that an employee, other than a probationary employee, was disciplined or discharged without just cause as provided in Article 15, Section 2, Discipline and Discharge, he shall be restored to his former status; provided, however, any unemployment compensation or other compensation or remuneration from any source shall be credited against any back pay award.

**Section 7.** In all cases, where agreed upon time limits appear herein, those time limits shall be strictly enforced. Such time limits may be extended only by mutual agreement in writing. Absent such agreement

should the Union or its members default on such limits, the grievance shall be deemed as closed and not subject to further review.

**ARTICLE 7  
HOURS OF WORK  
(See Local Language)**

**ARTICLE 8  
WAGE RATES AND OVERTIME**

**Section 3:** In addition to applicable rate of pay, employees working the second, third and other designated shifts shall receive a premium of 7.5% per hour worked.

**(All remaining Sections, see Local Language)**

## ARTICLE 9 HOLIDAYS

### Calendar 2024

Memorial Day	Monday, May 27, 2024
Independence Day	Thursday, July 4, 2024
Labor Day	Monday, September 2, 2024
Veterans Day	Monday, November 11, 2024
Thanksgiving Day	Thursday, November 28, 2024
Day after Thanksgiving	Friday, November 29, 2024
Christmas	Tuesday, December 24, 2024
Christmas	Wednesday, December 25, 2024
Christmas	Thursday, December 26, 2024
Christmas	Friday, December 27, 2024
Christmas	Monday, December 30, 2024
Christmas	Tuesday, December 31, 2024

## **Calendar 2025**

New Year's Day	Wednesday, January 1, 2025
Martin Luther King Jr. Day	Monday, January 20, 2025
Good Friday	Friday, April 18, 2025
Memorial Day	Monday, May 26, 2025
Juneteenth	Thursday, June 19, 2025
Independence Day	Friday, July 4, 2025
Labor Day	Monday, September 1, 2025
Veterans Day	Tuesday, November 11, 2025
Thanksgiving Day	Thursday, November 27, 2025
Day after Thanksgiving	Friday, November 28, 2025
Christmas	Wednesday, December 24, 2025
Christmas	Thursday, December 25, 2025
Christmas	Friday, December 26, 2025
Christmas	Monday, December 29, 2025
Christmas	Tuesday, December 30, 2025
Christmas	Wednesday, December 31, 2025

## **Calendar 2026**

New Year's Day	Thursday, January 1, 2026
Martin Luther King Jr. Day	Monday, January 19, 2026
Good Friday	Friday, April 3, 2026
Memorial Day	Monday, May 25, 2026
Juneteenth	Friday, June 19, 2026
Independence Day	Friday, July 3, 2026
Labor Day	Monday, September 7, 2026
Veterans Day	Wednesday, November 11, 2026
Thanksgiving Day	Thursday, November 26, 2026
Day after Thanksgiving	Friday, November 27, 2026
Christmas	Thursday, December 24, 2026
Christmas	Friday, December 25, 2026
Christmas	Monday, December 28, 2026
Christmas	Tuesday, December 29, 2026
Christmas	Wednesday, December 30, 2026
Christmas	Thursday, December 31, 2026

## **Calendar 2027**

New Year's Day	Friday, January 1, 2027
Martin Luther King Jr. Day	Monday, January 18, 2027
Good Friday	Friday, March 26, 2027
Memorial Day	Monday, May 31, 2027
Juneteenth	Friday, June 18, 2027
Independence Day	Monday, July 5, 2027
Labor Day	Monday, September 6, 2027
Veterans Day	Thursday, November 11, 2027
Thanksgiving Day	Thursday, November 25, 2027
Day after Thanksgiving	Friday, November 26, 2027
Christmas	Friday, December 24, 2027
Christmas	Monday, December 27, 2027
Christmas	Tuesday, December 28, 2027
Christmas	Wednesday, December 29, 2027
Christmas	Thursday, December 30, 2027
Christmas	Friday, December 31, 2027

## **Calendar 2028**

New Year's Day	Monday, January 3, 2028
Martin Luther King Jr. Day	Monday, January 17, 2028

### **Section 1.** Recognized holidays are as follows:

New Year's Day  
**Martin Luther King Jr. Day**  
Good Friday  
Memorial Day  
**Juneteenth (starting 2025)**  
Independence Day  
Labor Day  
Veterans Day  
Thanksgiving Day  
Day after Thanksgiving

Unless otherwise specified, any of the above holidays that fall on a Saturday will be recognized on the Friday before. Secondly, should the holiday fall on a Sunday, it will be recognized on the following Monday. (See above Holiday Schedule)

Holidays for Christmas are scheduled for the appropriate years in the Holiday schedule above.

**Section 2.** Each employee covered by this contract shall receive eight (8) times the regular day shift hourly rate on the above designated holidays upon which no work is performed, irrespective of the day upon which it may fall.

The shift differential as provided for in this contract, Article 8, Section 3, shall be included in the amount of holiday pay to be received by employees regularly scheduled on a second or third shift at the time the holiday occurs.

**Section 3.** To be eligible for holiday pay, the employee must work **at least seven (7) hours on** the last scheduled workday prior to and **at least seven**



**(7) hours on** the next scheduled workday after the holiday, but an employee's failure to work on such prior or next following scheduled workday shall be excused for this purpose if due to one of the following reasons:

- A) Personal injury arising out of and in the course of employment with the Company.
- B) Jury service.
- C) Subpoenaed witness in court.
- D) Scheduled vacation.
- E) Employees who have been laid off in reduction of force during the week prior to or during the week in which the holiday falls.
- F) Employees who are members of a military reserve unit while off on military leave to attend annual training camp.
- G) Employees who go on a medical leave of absence (which includes the five (5) day unpaid waiting period) during the work week prior to or during the work week in which the holiday falls, provided the employee presents a written doctor's excuse which establishes to the satisfaction of the Company that such absence was for good and sufficient cause. **Employees with an approved Short Term Disability claim with a first day absent of December 15<sup>th</sup> – December 28<sup>th</sup> will receive Christmas and New Year's Day holiday pay in lieu of approved STD benefits.**
- H) Paid Bereavement Leave
- I) A person who, for reasons beyond their control, is late or leaves early with management approval.
- J) FMLA
- K) Personal Leave (when the starting or ending of the leave is connected to the holiday).
- L) Union Leave
- M) When a holiday period consists of more than one day, an employee can only lose one day of holiday pay for each occurrence.
- N) North Carolina School Leave Law (only applies to North Carolina locations covered under this Agreement).
- O) Personal day as defined under Article 24, Section 2.
- P) When eight (8) hours of PTO is scheduled in advance in the same manner as single days of vacation for the day before or after the holiday.**
- Q) Retirement date falls on a holiday.**

## ARTICLE 10 VACATIONS

**Section 1.** Employees will be granted vacation of:

2	Weeks After	1 Year
3	Weeks After	5 Years
4	Weeks After	15 Years
5	Weeks After	20 Years
6	Weeks After	25 Years

**Section 2.** Each week of vacation pay for each employee who has worked 1200 hours or more between vacation anniversary dates, shall be forty (40) times his day shift rate of pay in effect at the time vacation is taken, including shift differential if the employee is regularly assigned to **an eligible shift**. Time worked for pro-rata vacation pay is defined as straight time worked, overtime worked, and double time worked.

**Section 3.** Pro-Rata Vacation Pay

An employee who has worked less than 1200 hours between vacation anniversary dates will receive vacation based on time of service with the company and his vacation pay will be calculated by the following chart. Time of service for pro-rata vacation pay is defined as straight time worked, overtime worked, and double time worked. **In cases where the pro-rata calculation is not evenly divided by four (4), it will be rounded up to the nearest four (4) hour increment (e.g., If the pro-rata calculation resulted in 79 hours it would be rounded up to 80 hours).**

Hours		Percent of Pay received
1200	=	100%
1140	=	95
1080	=	90
1020	=	85
960	=	80
900	=	75
840	=	70
780	=	65
720	=	60

660	=	55
600	=	50
540	=	45
480	=	40
420	=	35
360	=	30
300	=	25
240	=	20
180	=	15
120	=	10
60	=	5
0	=	0

This pro-rata vacation pay will be in the amount equal to straight time earnings including applicable shift differential pay, if any, during the year immediately preceding the vacation date upon which he becomes entitled to such vacation.

#### **Section 4. See Local Language**

**Section 5.** During the months of May, June, July, August and September the Company may employ or recall from layoff temporary summer employees to fill in for senior employees while on vacation during such high vacation periods. Refer to Article 5 Section 2(F) for temporary seniority employees and refer to LOU Temporary Summer Help for non-seniority employees.

#### **Section 6.**

- A. Any employee who has not completed the sixty (60) days worked probationary period will not be eligible for any pro-rata vacation payout upon separation from employment.
- B. In the case of an employee who has completed the sixty (60) days worked probationary period and terminates voluntarily (or otherwise), retires, or dies, payment will be made for all accrued and/or unused vacation. In the event of an employee's death, such payment will be made to his estate.

**Section 7.** Employees indefinitely laid off through a reduction-in-force will be paid for earned and accrued vacation pay including pro-rata to the

last day worked. Upon request of an employee who is indefinitely laid off or terminated pending a just-cause determination by an arbitrator, the Company will defer payment of any vacation money to which he/she is entitled, but not in excess of twelve (12) months following layoff or termination. Vacation money paid subsequent to the date of layoff is payable at the employees' applicable vacation pay rate as of the date of his last day worked.

Upon recall from layoff of one (1) year or more, employees will be allowed to schedule up to one (1) week of vacation without pay within one (1) year of the recall date.

## **Section 8. See Local Language**

### **ARTICLE 11 LAYOFF/RECALL**

If the employee fails such examination he shall remain on layoff until medically cleared. Employees, upon recall, who fail the drug screen for illegal substance(s) and/or legal substance(s) taken without a current prescription will result in termination **except for individuals who have a marijuana metabolites (THCA) test level of less than 100 ng/mL for screening and 30 ng/mL for confirmatory test. Those individuals will be allowed to remain on layoff and will be allowed to take another drug screen within thirty (30) calendar days. Employees who fail the second drug screen will be terminated.**

**(All remaining Sections, see Local Language)**

### **ARTICLE 12 JOB POSTING (See Local Language)**

### **ARTICLE 13 TRANSFER OF SHIFT (See Local Language)**

## **ARTICLE 14**

### **LEAVE OF ABSENCE**

#### **Section 1. Personal Leave**

Personal leaves under this Article are defined as emergency and / or hardship leaves of absence. Employees with seniority may be granted personal leaves of absence, without pay, for up to ninety (90) days upon written request to the Company, stating the reason for the leave (the Local Union will be given notice within forty-eight (48) hours). Employees requesting a personal leave of absence due to emergency or hardship reasons will not be required to use accrued benefits (sick time, vacation time, etc.) when applying such leave. It is understood and agreed that personal leave is separate and apart from any requirements under the Federal Family Medical Leave Act as stipulated in Section 5 of this Article.

Such leaves are subject to HR Manager or Plant Manager / PDI Manager approval, but will not be unreasonably denied if the Company's operations or requirements permit. Seniority shall continue to accumulate during the personal leaves. No personal leave of absence will be granted to employees who are incarcerated. Any employee who accepts other employment while on leave of absence will be considered to have quit his job. Any disputes will be addressed with the Company and appropriate Union Representative.

Personal leaves of absence without pay must be a minimum of three (3) workdays.

Employees in the Attendance Control Program with thirty (30) or more chargeable hours are ineligible for personal leaves of absence.

Personal leaves may be extended for an additional period of thirty (30) calendar days upon approval of the Company. Such leaves will not be unreasonably withheld. Any disputes will be addressed with the Company and appropriate Union Representative.

#### **Section 2. Union Leave**

The Union will notify the Human Resource and Department Manager in writing in the event it is necessary for employees to have a leave of absence to attend to Union business. The Union will provide such notice at least forty-eight (48) hours in advance when feasible. Such notice will stipulate the number of employees and the duration of the leave. Daily Union leave will not exceed twelve (12). Such leaves will be granted by the Company. Any alleged abuses will be referred to the Heavy Truck Division of the UAW.

The Company will consider more than the aforementioned number of employees when requested by the Union providing the request would not abnormally affect the operation of the plant.

For purposes of “compensation” under the pension plan, employees of the Company on approved Union Leave will be paid for such Union Leave time by the Company provided the Union shall promptly reimburse the Company monthly for all pay provided for time not worked.

### **Section 3. Medical Leave**

Employees who are unable to work due to injury or illness will be granted a medical leave of absence, provided the employee completes the application for medical leave and presents medical proof of inability to work covering the period of disability. The minimum duration of medical leaves will be seven (7) calendar days. The maximum duration of medical leaves will be based upon employees’ service with the Company to the same extent and period of time as they would maintain and accumulate seniority while on layoff.

### **Section 4. Military Leave**

Employees who enlist in the Armed Forces of the United States or who otherwise are required to perform military service will be granted a leave of absence and shall be entitled to reinstatement to the extent and upon the conditions provided by applicable federal and state law.

### **Section 5. Federal Family Medical Leave Act**

The parties recognize, understand and agree that the Federal Family Medical Leave Act, 107 Stat. 6, 29 USC 2601, took effect on February 5, 1994.

In some instances, FMLA leaves will be concurrent with leaves of absence covered by the Collective Bargaining Agreement, those cases where the employee is eligible for leave under the Daimler Truck North America – UAW Collective Bargaining Agreement and the leave also qualifies under the FMLA, the Company intends to comply with the requirements of the FMLA as well as the separate provisions of the Collective Bargaining Agreement regarding covered leaves of absence.

- Automatically designate and apply absence time that is compensated under the short-term disability provisions of the Life, Disability and Health Care Benefits Program against an eligible employee's FMLA entitlement for up to two (2) weeks per calendar year.
- Individuals placed in the Chronic Attendance Program will be subject to having any FMLA leave being taken concurrently with any paid leave the employee is entitled to including Paid Sick Leave, PTO, Vacation, and absence time that is compensated under the short-term and/or long-term disability provisions of the Life, Disability and Health Care Benefits Program.

Pursuant to the Company's present plan for compliance with the FMLA, the Company's rights under the Act will be modified to:

- Employees seeking to use FMLA leave are required to provide thirty (30) day advance notice to take FMLA leave when the need is foreseeable and such notice is practicable. If leave is foreseeable less than thirty (30) days in advance the employee must provide notice as soon as practicable generally either the same or the next business day. When the need is not foreseeable, the employee must provide notice to the Company, via the third (3<sup>rd</sup>) party FMLA administrator, as soon as practicable under the facts and circumstances of the particular case, which should normally be within two (2) business days of the need for FMLA leave becoming known. Absent unusual circumstances,

employees must comply with the employers' usual and customary notice and procedural requirement for requesting leave.

- Provide that an employee on FMLA leave will continue to accumulate seniority in the same manner as the employee also would be eligible under the Collective Bargaining Agreement, respectively, as appropriate.
- Permit, but not require employees to substitute vacation and/or paid sick leave in single day increments for unpaid FMLA leave.
- Provide that employees who are married to each other will be each entitled to a maximum of twelve (12) weeks of qualifying leave under the Act.
- If two (2) employees apply for FMLA for the same event regarding the birth, adoption, or placement of a child, the time permitted for the event will be divided between the individuals and in no case will exceed twelve (12) weeks.
- Continue Company-paid Group, Life, Accidental Death and Dismemberment, and Disability Insurance during all FMLA Leaves.

Problems related to the implementation of this letter may be discussed by the representatives of the UAW Heavy Truck Department and the Company's Employee Relations Staff.

## **Section 6. International Union Leave**

Upon application, the Company will grant a leave of absence to such of its employees, who are appointed to the staff of the International Union, provided the Company is furnished with written certification of such appointment. The employee will continue to accumulate seniority and pension credits per the pension plan during such leave. The International Union will notify the Company, to the extent possible, thirty (30) days in advance of the expiration of such leave(s). Upon the expiration of such leave of absence, the employee on such leave of absence under this section shall be returned to the employee's job in line with the employee's seniority and shall receive the rate of pay prevailing for that job.



## **Section 7. Parent Involvement in School Leave**

In conjunction with the North Carolina School Leave Law, four (4) hours of excused leave per student without pay will be granted per year to any employee who is a parent, or guardian of a school-aged child so that the employee may attend or otherwise be involved at the child's school or designated location.

- The leave shall be at a mutually agreed upon time between the Company and the employee.
- The employee must submit a written request for the leave at least forty-eight (48) hours before the time desired for the leave.
- The Company will require that the employee furnish written verification from the child's school or designated location that the employee attended or was otherwise involved at that school or designated location during the time of the leave.

Note: Sporting events are not covered under this law/provision.

## **ARTICLE 15 DISCIPLINE AND DISCHARGE**

**Section 1.** In the case of discipline, suspension or discharge, the Company agrees that an employee who shall have completed his probationary period provided for in Article 5, Seniority, shall not be disciplined or discharged without just cause. In all cases, a copy of written discipline notifications will be provided to the Union within twenty-four (24) hours of issuance to the employee. Employee requests for union representation in accordance with the provisions of this Article shall be provided. Employees who elect not to be represented shall do so by signing the "waiver of representation" form provided by the Company in the presence of their Shop Committeeperson. The Union will be notified of suspensions and discharges at the time of such disciplinary meetings with employees. In cases where the immediate removal of the employee from the plant is required, the Union will be notified in writing of the disciplinary action within twenty-four (24) hours.

Grievances relating to suspension or discharge must be filed by the Union within five (5) working days from the date of notification, exclusive of Saturdays, Sundays, and holidays, and entered into Step 3 of the Grievance Procedure.

**Section 2.** Any employee who has been suspended or discharged may request the presence of his appropriate Shop Committeeperson to discuss the case with him in a private setting provided by the Company, unless the nature of his offense requires his immediate removal from the Plant. The Shop Committeepersons in said meeting will not experience a loss of earnings.

**Section 3.** The rights to discipline suspend or discharge employees shall remain in the discretion of the Company except that the Company shall have the burden to show such discipline, suspension or discharge was only imposed for just cause. Disciplines for violations of DTNA work rules and Company policies will be issued no later than fifteen (15) working days upon completion of the investigation.

**Section 4.** Disciplinary records will not be used for progressive disciplinary purposes after one (1) year from date of issuance. However, a break in active employment due to STD, LTD and layoffs will be extended time for time (e.g. employee who was disciplined in March 2010 and laid off or placed on disability in July 2010, recalled or returned from disability in January 2011, the discipline the employee received in March 2010 will be removed for the purpose of progressive discipline in September 2011 provided the employee has continuous employment).

**Section 5.** Where feasible, the Company recognizes that Shop Committeepersons are a valuable resource that can be used to assist in correcting an employee's negative behavior prior to issuing formal discipline. Supervisors will be strongly encouraged to utilize this resource.

**Section 6.** Standards for Discipline and Discharge

This letter memorializes the parties' understanding and agreement to the principles of "Just Cause" as referred to in the Collective Bargaining Agreement. The just cause principle entitles Bargaining Unit employees to "industrial due process" and consideration of specific mitigating and

aggravating factors. The essence of the just cause principle is the requirement that the Company must have some demonstrable reason for imposing discipline. The parties agree that industrial due process includes the following elements: (1) notice to the accused Bargaining Unit employee of the specific allegations of wrongdoing or misconduct; (2) an opportunity for the accused Bargaining Unit employee to respond to the allegations before any final disciplinary decision is made and imposed; (3) that the Company will conduct a prompt and thorough investigation; and (4) that the Company will render a decision and take action within a reasonable time based upon the nature and consequence of the allegations and circumstances involved in each situation.

The parties agree that the levels of discipline must be proportional and will depend on the nature and consequence of the Bargaining Unit employee's offense, the clarity or absence of rules, the length and quality of the employee's work record, and the practices of the parties in similar cases. Discipline must bear some reasonable relation to the seriousness and/or frequency of the offense. Discipline for all but the most serious offenses will normally be imposed in gradually increasing levels aimed at correcting the offending behavior. Serious offenses include, but are not limited to, theft, physical assaults, willful and serious safety breaches, gross insubordination, and significant violations of law on the Company's time or premises.

The parties further agree that the Company will provide the Union and the accused with all relevant evidence, to include exculpatory evidence, gathered and considered by the Company in its determination to take any disciplinary action against a bargaining unit employee.

The parties also agree to the following definitions:

Mitigating factors include the Bargaining Unit employee's seniority, good work records, and in appropriate cases, the presence of provocation or misrepresentations leading to the misconduct.

Aggravating factors include such things as the seriousness, willfulness, or repetition of the misconduct and the harm stemming from the misconduct.

## ARTICLE 16

### HEALTH AND SAFETY

**Section 1.** The Company shall make a significant effort to improve the safety and health of its employees by providing a workplace free from recognized hazards during the hours of their employment and will commit the necessary human and financial resources to achieve this goal in accordance with the Occupational Safety and Health Act of 1970. In addition to committed OSHA compliance, the Company shall provide industry relevant ANSI standards upon request to the UAW Health & Safety Representatives or the Alternate Safety Representative when acting as the Union Safety Representative to further improve DTNA Safety Program standards. To further the objectives of this program, each supervisor shall ensure that biweekly (every other week) safety, health, ergonomic and/or jointly agreed informational meetings/trainings are conducted with employees and employee input solicited. Bi-weekly meetings/trainings will be conducted in quiet areas such as at the Department Board or through online training applications. Rosters of the in-person meetings will be documented. Employees will be encouraged to communicate health and safety concerns at any time and during the biweekly meetings. Supervisors will attempt to immediately resolve the problem. If the problem cannot be resolved immediately, the supervisor will inform the Union Safety Representative of the issue. The employee will be informed when the problem is resolved.

### **Section 2.** Personal Protective Equipment

The protective safety equipment, which will be provided by the Company, is set forth below. All personal protective equipment provided by the Company will continue to be of safe design and construction. Employees must wear the personal protective equipment, and make use of the protective devices and other safety equipment designed to protect them from injury and illness. The Joint Safety Strategy Committee (JSSC) will be responsible to review and recommend any policy changes for the use of personal protective equipment in the facility.

A) The Company will provide plano and/or prescription safety glasses to all employees starting their employment with the Company. All employees are required to wear ANSI-Z87.1 approved safety glasses with transparent, non-mirrored lens only and ANSI approved side shields in the course of their employment. The employee will provide the Company with a copy of their prescription and assume the cost of such prescription. **A Prescription safety glass vendor(s) will be mutually selected by the location UAW Safety Representative and Plant Safety Engineer.** Ultraviolet protection will be provided for mutually agreed to areas (i.e. outside work). When glasses are damaged in the course of an employee's work, they will be replaced by the Company at no cost to the employee. When a safety lens correction is required in **an** employee's prescription, **as determined by an optician,** the cost of such lenses and frames will be assumed by the Company up to contracted price. The cost of replacement lenses and frames will not be assumed by the Company unless two (2) years have elapsed from the date of the last issue of prescription glasses, except for those instances where a change is necessitated by disease or injury in the opinion of a doctor. The replacement cost of **prescription** glasses lost or damaged by improper care by the employee will be at the expense of the employee. **The Company shall provide up to two plano safety glasses per year for employees who lose their plano safety glasses. After the allotment of two plano safety glasses, the replacement cost will be at the expense of the employee.**

New hire employees will sign an authorization for deduction of the cost of prescription safety glasses from their final paycheck in the event of termination during their probation period. Upgrades will be at the employee's expense beyond contracted price.

The Company will make safety glasses readily available to visitors upon entry to the plant.

B) The Company will provide a variety of types of hearing protection that will be made available in all areas where hearing protection is required.

C) The Company will reimburse employees required to wear safety shoes up to \$175 per year for normal wear and two (2) times a year, when necessary, for severe use areas that have been approved by the JSSC. Severe use areas determined by the JSSC will be reviewed annually for any potential changes. A portion of each employee's shoe allotment may be used to purchase ergonomic shoe inserts only supplied by the selected shoe truck vendor. The Company and Union will select mutually agreeable safety shoe vendors. The plant specific voucher system for employees who work in severe use areas and are eligible for two (2) pairs of safety shoes will be continued. Voucher authorization will be by Union Safety Representative or Company Safety Engineer/Manager. The voucher will be submitted to the local Payroll Office with the receipt for shoes purchased from non-payroll deductible sources. Employees who have safety shoes damaged in a work-related incident and have no annual allotment, will have their shoes reviewed by the Union Safety Representative & Safety Engineer using ANSI/ASTM standards to determine approval of an additional allotment.

D) Proper Flame-Resistant (FR) rated clothing will be provided to employees where their job tasks require them to wear such PPE. A job/task specific risk assessment must be completed to determine the need for FR rated clothing.

E) Foul Weather Gear (from Article 20 Section 22)

The Company will continue to provide foul weather gear for affected employees and provide secure storage areas for such gear. Additionally, weather protection will be provided for equipment (PIV) that is predominantly used outside. The company will issue mutually predetermined foul weather gear to employees regularly assigned to work in cold or wet atmospheres every two (2) years. The JSSC will determine foul

weather gear type and areas based upon a mutually agreed to criteria. A list will be maintained and reviewed annually for potential changes. The Joint Local Union and Company Safety Representatives will review any new request for foul weather gear including damaged or severely worn gear that is protection compromised and make the determination whether an employee qualifies based on the agreed to criteria.

- F) Personal protective equipment furnished to employees except, for prescription glasses, foul weather gear, and safety shoes, must be returned to the Company when terminating employment. The cost of such equipment not returned in usable condition will be deducted from the employee's last paycheck, except for those items returned in unusable condition due to normal wear and tear.

Employees notified of layoff will not be eligible for reimbursement for safety shoes purchased after the date of notification of layoff unless approved by Union Safety Representative and the location Safety Engineer.

Personal protective equipment that is damaged as a result of a workplace incident will be replaced at Company expense after the incident investigation determines that the equipment was not a contributing factor in the incident.

### **Section 3. Injury/Examination/Inspections/Monitoring**

- A) Employees must report to their supervisor any injury suffered so proper treatment can be administered by the Medical Department or doctor. Reports should be made promptly after the employee becomes aware of the work relatedness of the injury or illness. The Company shall promptly make adequate provision for first aid, hospital care, and ambulance service on all shifts (first, second, third, and weekend).

The Company will survey employees on the quality of care in the medical department. The survey will be jointly developed and the

results shared with the members of the JSSC. Improvements may be implemented based on survey results.

The supervisor will lead the investigation of all reported injuries; the investigation will begin immediately and be completed within twenty-four (24) hours, based on available facts. If determined that the serious injury was caused by an equipment malfunction, the investigation will be completed prior to another employee being assigned to that machine but no later than twenty-four (24) hours. Notification will be provided to the Union Safety Representative or designee prior to release of the equipment that has been involved in an **incident**.

Upon notification of an **incident** the supervisor will ensure that if there are any injuries that medical attention is provided immediately. As soon as possible the **Company** will notify the Union Safety Representative or their designee. **The Union Safety Representative or designee will be afforded the opportunity to participate in investigations.**

The supervisor will investigate the **incident** and document the results of his/her investigation. This documentation will be forwarded to the local Safety Engineer and the Union Safety Representative.

**The joint parties agree on the importance of reporting, investigating, evaluating, and determining corrective actions for “Near Miss” incidents which occur in the workplace. In order to proactively correct potential hazards, near miss reporting is encouraged and required. Workers will not be subject to progressive disciplinary measures provided there is no willful breach of safety policies discovered after a joint review of the near miss incident is conducted. The Company will instruct Management and employees at each facility on the importance of reporting “Near Miss” incidents.**

**Near misses will be entered into B.E.S.T. with corrective actions plans and due dates. In addition, a communication in the form of an awareness topic to encourage employees to immediately report**



**near misses to their supervisor will be distributed across all locations. Any issues arising from this document will be resolved between the joint parties at the appropriate level.**

In the event that a powered industrial vehicle (PIV) operator has two(2) accidents in which the operator was **mutually (Union & Company)** found at fault in one (1) year, the operator will have their operator's license revoked for a period of one (1) year and will be assigned to an open job (placement to be decided by Human Resources and the Shop Chairperson) that does not require the use of a PIV. Employees who have moved will not retain rights to return to the previously held position.

- B) If a medical examination or test given to an employee by the Company discloses any abnormal conditions, the employee shall be informed of said conditions and shall be given a full copy of any written opinion or recommendation made by the doctor.

Medical examinations will be offered at an off-site location for employees if they are potentially overexposed to in-plant chemical agents. Safety Data Sheets (SDS) will be provided to the employees upon request. Published Biological Exposure Indices such as those developed by the ACGIH will be used as a guide.

- C) The Company agrees to notify the Union Safety Representative or his/her Alternate in advance, or upon the Company's knowledge of health and safety inspections by OSHA, insurance loss control, environmental inspections, boiler inspectors, city, county and state inspections related to health and safety, licensed health and safety inspectors and any health and safety consultants retained by the Company. The Union Safety Representative will be afforded an opportunity to accompany such officials or consultants and provide any pertinent information to them. Upon request, the Company will provide a copy of such reports, including those of insurance inspectors, to the Union Safety Representative regarding violations of applicable local, state, or federal codes or standards.

D) In an effort to monitor and control noise and air quality in the plant, the Company will maintain noise measurement equipment, current NIOSH approved detector tubes for sampling airborne contaminants and appropriate multi-gas meter for air monitoring. Direct reading sampling equipment will be purchased, rented or contracted for the purpose of air quality surveys of the contaminants identified by the JSSC. The Union Safety Representative, Alternate and location Safety Engineer will be trained on the use of this equipment. A chain of custody will be used for quality assurance when sampling is performed. The location Safety Engineer and Union Safety Representative will evaluate the need for testing if there are process changes or other exposure changes. Specific exposure limits are to be reviewed and agreed upon by the location Safety Engineer and Union Safety Representative. The Company will use ACGIH TLV's and will strive to achieve NIOSH REL's, unless local or federal regulations are lower, as the standard for comparison. For chemicals where no TLV or PEL exists, the Company will seek other sources for bench marking such as best practices in industry. The location Safety Engineer and Union Safety Representative will conduct industrial hygiene monitoring when valid employee complaints are registered to their supervisor, Union Safety Representative or the Medical Department and in areas where isocyanates are used. The isocyanate program will proceed as follows

- These areas will be identified by the Union Safety Representative and Location Safety Engineer within ninety (90) days of ratification.
- Once these areas have been identified the Union Safety Representative and the Location Safety Engineer will prioritize the list.
- The Union Safety Representative and Location Safety Engineer will then identify those personnel who require baseline medical surveillance to determine the level of any potential previous isocyanate exposure and will sample the areas using the ASSETNCO sampler or its equivalent to determine the potential isocyanate exposure.

- The Union Safety Representative and Location Safety Engineer may decide, in each of the predetermined areas, that industrial hygiene monitoring should be performed prior to baseline medical surveillance to identify which employees should be included in the program.
- If an isocyanate overexposure is detected during monitoring, the employee will be placed into a mandatory medical surveillance program using the NIOSH protocol or other available technologies.

The program will consist of detailed physical examination, medical history, pulmonary function testing, urine and/or blood sampling for antibodies related to isocyanate exposures and chest x-rays, if deemed necessary by the treating physician. Employees restricted from working in identified isocyanate areas will be placed per the Agreement. The Company will provide the Union Safety Representative and the JSSC chairs a copy of the results of industrial hygiene surveys.

#### **Section 4. B.E.S.T. Program**

The Bringing Excellence to Safety Teams (B.E.S.T.) program has been launched and agreed to by both parties as a method to implement the hierarchy of controls to manage health and safety related programs and activities.

The B.E.S.T. program will be a tool for bringing safety concerns to the attention of Management and the UAW. This program will be used to track any safety issues brought up by Management or represented team members through to the satisfactory completion of both parties. Overall implementation of the B.E.S.T. program is designed to **complement** provisions associated with health and safety in this Article and the parties are committed to integrated management of the program. The B.E.S.T. program will not supersede provisions of this Agreement.

#### **A) Joint Safety Strategy Committee (JSSC)**

In order to ensure the B.E.S.T. program will achieve its full potential uniformly throughout DTNA, The Union and Management agree to maintain a JSSC at each location.

There shall be a JSSC consisting of the Plant Manager, Facilities Manager, Director of Manufacturing/Production Manager, **Logistics Director** or Materials Manager, Manufacturing Resource Manager, and Location Safety Engineer from Management at a minimum. From the Union: Shop Chair, Union Safety Rep, Alternate Safety Rep at a minimum. In order to conduct the meeting there must be a quorum of at least the Plant Manager or Director(**s**), Shop Chair or Alternate, Location Safety Engineer, and Union Safety Rep. The Plant Manager and the Local Union President or Shop Chairperson shall serve as Co-chairs of the JSSC. The JSSC will oversee and direct the activities of the B.E.S.T. Hazard Investigation Team (HIT). The JSSC shall meet once each month to (but not limited to):

1. Review the results of the previous month's B.E.S.T. HIT meetings.
2. Review the status of contractual safety and health issues.
3. Discuss and resolve issues that cannot be resolved at the HIT level.
4. Review the previous month's OSHA recordable injuries.
5. Review any safety concerns brought to the Committee's attention by an employee.
6. Assist in obtaining better employee cooperation with the enforcement of accident prevention rules.
7. A jointly agreed upon agenda will be created including a report out of any open items such as: results of industrial hygiene surveys, ergonomic issues, Safety Data Sheets, employee complaints, Outside Contractor Safety Program, Supervisor Accident Reports, local safety and health education programs, Lockout, Confined Space, Ergonomics, and Accident Investigation.
8. Minutes of the JSSC meetings shall be taken by a designee. Copies shall be made available to the JSSC members. Minutes will be approved by the Co-chairs at the end of the meeting.

9. It is understood that the Co-chairs of the JSSC will be afforded an opportunity to participate in investigating occupational injuries and illnesses in the plant. Any applicable information and photographs will be made available for the Union to review. The Union Safety Representative shall also have the right to conduct incident investigations and take photographs. The Company will promptly notify the Union Safety Representative of all significant injuries, illnesses and medical emergencies.

10. The Union Safety Representative or alternate will be provided advanced notification of industrial hygiene and noise surveys and be allowed to participate.

11. Address other issues as needed. Any issues that have been discussed by the JSSC which cannot be satisfactorily resolved shall be referred for resolution to Step 3 of the grievance procedure.

Members of the JSSC will receive appropriate health and safety and ergonomics training as agreed to by the JSSC. In addition, the Union Safety Representative and the location Safety Engineer will attend three (3) mutually agreeable training sessions each year, with one (1) being internal training, one (1) being regional, and the third (3rd) being national training. Internal is defined as a joint training provided by the UAW International or a reputable, outside source and conducted onsite at one (1) of the NC-DTNA/UAW locations consisting of a topic that is relevant and important to all represented NC-DTNA/UAW locations whenever possible. It is understood that the internal training would be attended jointly by each Union Safety Representative, Alternate Safety Representative as well as the locations Safety Engineer. The regional training and the national training will be attended by each Union Safety Representative and the location Safety Engineer. Regional is defined as a joint training provided by the UAW International or a reputable, outside source and conducted within the states VA, NC, SC, GA or TN, also consisting of a topic that is relevant and important to all represented NC-DTNA/UAW locations whenever possible. The national training will consist of one of the following:

1. American Society of Safety **Professionals** (ASSP) Annual Conference and Expo.
2. National Safety Council Annual Congress and Expo.
3. Or any other mutually agreed upon event.

The specific event to be attended each year will be decided jointly by the Union Safety Representative and the location Safety Engineer of each site. In the event that a majority decision cannot be made then the decision will be made jointly by the UAW International Regional Representative and the Corporate Safety Manager.

Any employee traveling will be required to follow DTNA policy for submitting post-trip expense reports. The Company will cover expenses associated with the internal, regional, and national training sessions.

Any safety training held at the location will be available to the Alternate Union Safety Representative. Other training must be agreed to by the Local Union Shop Chair and the Plant Manager upon request.

#### B) Hazard Investigation Team (HIT)

There shall be a HIT consisting of members appointed by the Union and of members of Management from **each department of** the plant. The Union Safety Representative and the location Safety Engineer of their respective designees shall serve as co-chairs of the HIT. The co-chairs will ensure that appropriate methods of investigation are used, the hierarchy of controls is applied to all corrective actions, and the HIT is adequately trained and fully staffed at all times. The HIT shall meet once each week to:

1. Review the status of past due hazards found during weekly inspections and make recommendations for the correction of such hazards.
2. Review any Supervisor Accident Investigation Reports from the previous week and critique their containment and corrective actions taken.

3. Minutes of the HIT meetings shall be taken by one (1) of the Company members, and if acceptable, electronically signed by the location Safety Engineer and Union Safety Representative. Copies shall be distributed to the HIT members.
4. Members of the HIT will receive appropriate B.E.S.T. hazard recognition training, including database entry and on-floor inspections.
5. Union members of the HIT will be afforded the time needed to do joint weekly inspections with supervisors in their assigned areas regardless of manpower issues.
6. Coaching for HIT will be provided by the HIT co-chairs or their designees.

### **Section 5. Best-practice Sharing Meetings**

Best-practice sharing meetings will be held **quarterly each year. The purpose of the meetings is to share best practices, discuss timeline for implementation of forecasted efforts, and discuss solutions to challenges that present future opportunities as well as communicate successes relative to the Collective Bargaining Agreement language.** These meetings will include, but are not limited to, the Location Safety Engineers and the Union Safety Representatives.

### **Section 6. Ergonomics Program**

It is the Company and Union's objective to maintain an effective ergonomics program, appropriate to each facility, to control occupationally related Musculoskeletal Disorders (MSD). The Company and Union both recognize their responsibilities to support the Ergonomics Program by providing the necessary resources and leadership through the JSSC. All aspects of the Ergonomics Program will be jointly developed, implemented, and administered by the Ergonomics Committee.

The parties agree to maintain the roles and responsibilities of each specific location's Ergonomics Committee. The course "Building Effective Joint Ergonomics Committees" will be held, as needed.

## **A. Ergonomics Committees**

**1.** An Ergonomics Committee of equal representation will be **maintained at each facility and** co-chaired by the Company and the Union. The committee will include, **but not be limited to,** the Union Safety Representative, location Safety Engineer, members from Facility/Maintenance Departments, Engineering, Medical, **Production and/or Logistics Departments, Ergonomics Coordinators/Soft Tissue Therapists,** and **appointed UAW members,** as appropriate. One **(1)** member will be dedicated as an Ergonomic Engineering Champion. The Ergonomics Committee will:

- a.** Meet monthly to review employee injuries and illnesses to identify potential ergonomic problems.
- b. Conduct and** review ergonomic job analyses.
- c.** Evaluate the status of the facility's prioritized problem job listing.
- d.** Review upcoming and completed CI events.
- e.** Recommend job improvements.
- f.** Oversee related ergonomics training.
- g. Help to implement corrective actions when necessary.**

The Company agrees to implement ergonomic solutions within a three (3) month time frame after a job analysis determines corrective action is required. Problem jobs that have not been corrected within three (3) months of the ergonomics job analysis will be placed on the agenda of the facility JSSC. **The Ergonomics Committee will utilize the consultation of the International Union's Ergonomic Specialist when they deem it appropriate to aid the Ergonomics Committee.**

## **2. Joint Ergonomics Steering Committee**

**The Joint Ergonomics Steering Committee's mission is to promote ergonomic awareness, develop and implement technical documentation, program documentation and guidance information and to act as a point of contact/reference for all UAW-DTNA**



locations. Each of the UAW-DTNA represented locations will have at least one (1) UAW Ergonomics Committee member as part of the Joint Ergonomics Steering Committee.

The Committee will also identify and make available assessment tools to assist DTNA in developing strategies to avoid and minimize musculoskeletal injuries. The committee will monitor the effectiveness of the program components, documentation, and training through the risk assessment process and Corporate Safety Audit modules.

The Committee will meet quarterly to achieve objectives/goals and share best practices. The Company will ensure at least one (1) member of the Design Engineering Group and/or one member from the Manufacturing Engineering Group will be part of this committee to act as a liaison for ergonomic issues related to engineering.

**B.** The Company recognizes that analyzing and reviewing all symptom survey and injury data is an important step in the ergonomic process and will begin working toward that end. The Ergonomics Committee will be provided MSD-related data to analyze and track. The Ergonomics Committee will use this information to identify jobs and departments with the highest rates of MSDs and maintain a priority job list. **Employees will have the opportunity to submit recommendations to the Ergonomics Committee through the employee suggestion system.**

### **C.** Job Evaluation

- 1. Ergonomic analyses shall be conducted by the location Safety Engineer and/or Union Safety Representative and/or those trained in the tools agreed to by the Ergonomics Committee. Ergonomic improvements made as a result of these analyses shall be incorporated into standard work documents.** The primary tools used to evaluate standardized work and maintenance tasks will include the UAW-GM Risk Factor Checklist and the Washington State Caution Zone Checklist and will be further developed and revised as needed. The Ergonomic Committee will select additional advanced method(s) of job analysis based on mutual agreement, such as, but not limited

to, ACGIH Hand Activity Level TLV, Rhomert recovery model for analyzing shoulder stress, Snook-Cirello Tables for push and pull motions, NIOSH 1991 Lifting formula, the Washington State lifting model, three (3) dimensional static strength prediction model., **and any recognized ergonomic tool available in the ergonomics industry.** The use of qualified outside source(s) to perform job analyses will be considered jointly but will not reduce the duties of the Union Safety Representative. Ergonomic job evaluation(s) will be conducted within two (2) weeks of a reported job-related MSD, when the Company becomes aware of an ergonomic risk factor, when a symptom survey indicates an ergonomic issue, and when major machinery and equipment changes are made. Employees performing jobs being analyzed will be asked to provide input on problem aspects of the job and potential corrective measures. Employees performing the job will be notified prior to job changes.

- 2.** Ergonomic job evaluations will be entered into a computer database and can be accessed via a handheld device, which will be selected during the Implementation Meeting. The Ergonomics Committee will establish and have access to this system for consistent recordkeeping, tracking of problem jobs, and provide a convenient method to update evaluations after job changes or ergonomic improvements.
- 3.** Trained Analysts of each facility Ergonomics Committee will be afforded the time needed to perform their periodic ergonomic job evaluations and attend scheduled meetings.
- 4.** **In order to identify elements of Skilled Trades jobs that require necessary ergonomic interventions, the joint Ergonomics Committee, under the guidance of the JSSC, will develop a Skilled Trades Ergonomic Assessment Form to effectively and efficiently analyze Skilled Trades jobs.**

#### **D.** Job Improvements

- 1.** Ergonomic design criteria **have been developed by the Joint Ergonomics Steering Committee** for use in the review of new equipment and processes. **Engineers, TOS Implementation Team**

**members and Contractors will follow the Corporate document “DTNA Ergonomic Design Guidelines for Control of Musculoskeletal Loads” when designing work stations, work processes and purchasing and/or building equipment and tooling.**

- 2. Engineering controls (job redesign) will be implemented as the preferred method to control ergonomic risk factors. When engineering controls are not feasible, the Hierarchy of Controls will be followed in eliminating or reducing ergonomic risk factors.**  
Employees performing the jobs will have direct input into the redesign of their workstation using the Standard Work process.
- 3. Seats, chairs, mats or insoles can be considered appropriate solutions to control specific ergonomic risk factors. The Company agrees to leave such devices in place when they are provided in accordance with the guidelines and are recommended by the Ergonomic Committee.**

## **E. Training**

- 1. New Ergonomics Committee members will have initial internal Practical Ergonomics Training (PET) as soon as possible, but at least within twelve (12) months of appointment to the Committee. Participants will be able to perform evaluations using the basic risk factor checklist. The Ergonomics Committee will receive additional internal training on other advanced risk factor analysis tools.**
- 2. An Ergonomics Awareness Training Program will be developed for all facility employees. This awareness training will be conducted annually and during new/recall employee orientation.**
- 3. In addition to practical ergonomics training, manufacturing engineers and design engineers will be trained initially in the job evaluation tool(s), design criteria and checklists used for equipment and process reviews.**

## **Section 7. Miscellaneous**

### **1. Occupational Health**

## A) Noise Abatement

The Company and the Union recognizes that noise induced hearing loss is a permanent and irreversible condition that significantly affects the quality of an employee's life. Management and the Union are committed to reducing noise levels in the plant. **An initial noise determination process will be repeated for any significant change in production, process, equipment, controls or personnel which may result in new noise exposures at or above eighty (80) dBA.** A comprehensive sound survey will be conducted **at least every two (2) years at each plant** to measure sound exposures throughout the plant(s). The survey will identify **those** areas of the plant(s) required to participate in a hearing conservation program and **those** areas required to wear hearing protection. Areas found to be in excess of eighty (80) dBA as an eight (8) hour time-weighted average (**TWA**), will be evaluated for engineering controls to reduce noise levels below eighty (80) dBA. The survey will identify the primary sources of noise and list engineering controls to reduce exposure. The Company and the Union will **continue to** maintain a **comprehensive** noise abatement program **to address areas exceeding eighty (80) dBA on an eight (8) hour TWA.** The goal of the noise abatement program is to significantly reduce the number of employees required to wear hearing protection as a result of eliminating exposures to hazardous levels of noise. The JSSC will review the noise abatement program each year. The Company will establish an eighty (80) dBA specification for new machinery, equipment and powered hand tools. Deviations from the noise specification, when compliance is not feasible, will be reviewed by the JSSC. **The Hierarchy of Controls will be utilized to develop noise abatement programs to reduce noise levels in areas where hearing protection is required.** Powered hand tools will be evaluated for compliance with the noise specification and ergonomics design guidelines prior to purchase.

## **B) Industrial Hygiene and Hazardous Chemical** Use Reduction

Effective control of hazardous materials will serve to protect the employees of DTNA as well as the environment in the surrounding

community. The Company and the Union are committed to the continuous reduction in the use of hazardous materials. This will be accomplished through process changes and on-going efforts to identify safer substitutes for materials currently in use. This program will be reviewed with the JSSC and is expected to reduce employee exposures and protect the environment and to improve communication when products or processes are introduced into the work environment. The Union Safety Representative will participate in the Chemical Review Committee. Initial process reviews will include intra-plant benchmarking on electrostatic spray paint transfer efficiency and spray booth cleaning methods. **The Company will use ACGIH TLV's and will strive to achieve NIOSH REL's, unless local or federal regulations are lower, as the standard for comparison. For chemicals where no TLV or PEL exists, the Company will seek other sources for bench marking such as best practices in industry.**

### **C) CADMIUM AND HEXAVALENT CHROMIUM USE**

**During the course of these negotiations, Management and the Union have held discussions concerning cadmium and hexavalent chromium in the workplace. The below elements were agreed to:**

**1.) The Company commits that it will not use cadmium-coated fasteners in the assembly process.**

**2.) Hexavalent chromium will not be utilized as it pertains to metal pretreatment.**

**3.) In the unlikely event that cadmium-coated fasteners or hexavalent chromium, as it pertains to metal pre-treatment are found in the plant, the Company will provide a risk communication regarding cadmium and hexavalent chromium to all affected employees within the facility. Should an exposure occur, the Company will schedule and pay for biological testing conducted by a mutually agreed upon certified laboratory and will ensure that any cadmium-containing residue and hexavalent chromium containing residue is properly cleaned up and disposed.**

4.) The DTNA Corporate Manager of Health and Safety, the UAW International Health and Safety Representative, and the Local Health and Safety Representative agree to meet, discuss, and determine the adequacy of our existing strategy relating to cadmium and hexavalent chromium and determine if any additional actions may be required.

5.) If any components/parts containing Cadmium are found to be in any UAW represented plant covered under this Agreement, the Company will communicate to the work force to minimize exposure. The Company will work with those vendors to identify suitable alternatives and follow procedures outlined in Section 3 above.

#### **D) Plant Ventilation Systems, Heat Stress**

The Company recognizes the importance of ventilation systems to maintain a comfortable and safe environment, control air contaminants and reduce the risk of fires and explosions. Preventive maintenance programs will be implemented and maintained to ensure that plant ventilation systems operate properly. All exhaust ventilation and make up air units will be rated the highest priority. The Manager of Maintenance will review the program with the JSSC on a periodic basis, or at a minimum, annually. The Company will perform a ventilation study on new equipment and mutually agree to establish baseline performance requirements.

The Company is committed to effectively controlling ambient temperature within the DTNA facilities during periods of high or low temperature conditions. The parties agree to identify economically feasible ways to improve air movement through the locations to address employee exposure to high or low temperature conditions.

The Company will monitor temperatures (the JSSC will verify) during high or low temperature conditions. The Company will purchase a mutually agreed to heat index measuring device

capable of monitoring the heat index for each plant. In areas of the plants where the heat index is typically highest, the UAW Safety Rep or a Company designee will measure the heat index via a company provided Wet Bulb Globe Temperature device or equivalent. Should the heat index reach  $\geq 90$  degrees in affected work areas, the Company will follow the established DTNA Occupational Safety and Health Environmental Heat Stress Policy by providing 10 minutes of rest break every 2 hours of exposure. Should the heat index temperature reach  $\geq 100$  degrees in affected work areas, 15 minutes of rest break will be provided every hour of exposure. The Company will supply ample hydration stations, drinking fountains, and electrolyte drinks as well as any other heat relief items that protect exposed workers during periods of excessive heat conditions in affected work areas. In addition to the DTNA Occupational Safety and Health Environmental Heat Stress Policy, the April 8, 2022, OSHA directive on Heat Related Hazards (CPL 03-00-024) including NIOSH criteria for Recommended Alert Limits (RAL) and Recommended Exposure Limits (REL) will be referenced as a guideline to protect workers from heat related injury/illness potential. The company agrees to train all employees on heat illness prevention and provide a detailed review of the heat illness compliance program. Annual refresher training will also be provided.

#### E. Pandemic Health Protocols

During the course of these negotiations, Management and the Union have held discussions concerning global pandemics and its effects in the workplace regarding health and safety.

The parties agree that if the World Health Organization (WHO) declares a global pandemic, the Company will follow the guidance protocols of the Centers for Disease Control and Prevention (CDC) or local government agencies, whichever is stricter, by establishing protocols to reduce the spread of any novel pandemic virus.

## **2. Safety Processes & Procedures**

### **A)** Review of New Equipment and Rearrangements

New equipment (including used equipment from other facilities) and rearrangements will be reviewed **and signed-off** by the Facilities/Engineering Manager, location Safety Engineer and the Union Safety Representative prior to being placed into operation. The Certification of Facility Equipment Installation (preliminary form 09ME-R02 or preliminary form 09ME-R04) **or another approval/buy-off process** will be routed to the Location Safety Engineer and the Union Safety Representative for review and sign-off.

If the new equipment and/or rearranged equipment does not meet applicable OSHA standards and Relevant Consensus Standards, the equipment will be immediately assessed jointly by the Union Safety Representative, the Location Safety Engineer, and the Project Lead Representative prior to the equipment being placed back into service.

When work areas are redesigned for new operations, new models, or new technology, upon completion of the modifications, changes may be reviewed on-site by the International Health and Safety Department, upon request.

### **B)** Outside Contractor Safety Program

The Company will maintain an Outside Contractor Safety Program and provide a copy to the JSSC for their review. **Outside Contractors will be required to comply with all Federal, State, and Municipal Health and Safety regulations as well as company health and safety policies and procedures.** The Company will notify the Union Safety Representative, in advance, of contractors working in the plant **and a job site safety plan will be developed and reviewed prior to commencement of on-site work. Where construction or maintenance work requires that contractor employees work in proximity to DTNA-UAW employees, additional precautions will be taken to minimize any adverse safety or health concerns.** Management **and Union Safety Representatives** will conduct periodic inspections **and monitor the work of outside contractors so**



**they may correct any safety related violations immediately.**

Contractors found to violate health and safety regulations and standards will be advised and will be expected to implement corrective action or be required to leave the facility.

#### **C) Plant Emergency Response Drill**

The parties agreed to regular trials of an Emergency Evacuation Plan and Severe Weather Plan. It was further agreed that an Emergency Evacuation Drill or Severe Weather Drill will be conducted on each shift if production employees are assigned to the shift. The drills will be conducted on an annual basis. These planned and pre-announced drills will be to familiarize employees with the emergency warning system, evacuation routes, and assembly areas. Future drills will be conducted as deemed necessary by the JSSC. The Plant Emergency Evacuation Routes will be periodically updated to reflect changes in the plant. In addition, emergency coordinators will receive annual refresher training, and the emergency alarm will be activated at least once a year, at pre-announced times, for familiarization purposes. Supervisors will review the evacuation routes and warning system, Severe Weather Plan and the Active Shooter Plan with employees at least twice a year during Supervisor Safety Awareness meetings. **A written Plant Emergency Response Plan will be maintained with up-to-date contact information that includes responsible plant personnel as well as local municipal emergency response agencies.**

#### **D) Powered Hand Tools Safety**

A preventive maintenance program for powered hand tools will be maintained. Defective powered hand tools will be immediately removed from service and tagged out.

**The Company agrees to reduce slip and trip hazards by reviewing and replacing powered hand tools. A joint hazard assessment will be conducted to review hand and portable power tools with electrical flex cord and pneumatic hose connected tools used in production and assembly areas. Based on the results of the assessments the company agrees to create a priority list and replace those high risks**

**tools with cordless, battery powered hand tools provided battery powered hand tools meet the torque specifications/applications needed to perform the work.**

#### **E)** Audits

An annual comprehensive Health and Safety audit of each NC DTNA/UAW represented facility will be conducted by the Corporation, International Union, Local Union, and Plant Management. ANSI Z10-2019 protocols will be used to further develop the current audit process.

**A** follow-up event to the **joint** audits will take place within ninety (90) calendar days of the facility submitting a corrective action plan. **A** corrective action plan will be completed within fifteen (15) working days of the facility receiving the final **audit** report. The corrective action plan will then be submitted to the Corporate Safety Manager and the International Union for review. A follow-up event is defined as a conference call, web conference, video conference, online meeting, or onsite visit to be mutually agreed upon by the Location Safety Engineer, Union Safety Representative, Corporate Safety Manager, and UAW International Safety & Health Department. These follow-up events will apply to NC DTNA/UAW facilities that had, in their most recent audit, significant regulatory requirements either missing or not effectively controlled or have exposure with repeat findings and potential violations within a module.

#### **F)** Liability

The International Union, Local Union, the JSSC and Union officials, employees and agents shall not be liable for any work connected injuries, disabilities, diseases, deaths, or loss resulting there from which may be incurred by employees of the Company or by third parties while on Company property. This is not intended to and does not increase the Company's liability in such cases beyond its normal exposure, if any (i.e., worker's compensation).

#### **G)** Health and Safety Training

**1. General Population**

The parties agree that health and safety training is an essential part of an effective safety program. All health and safety training curriculum will be approved by the location Safety Engineer and the Union Safety Representative prior to being delivered to employees. The training must meet all applicable OSHA training requirements and all DTNA guidelines.

**2. Skilled Trades**

All Skilled Tradespersons will receive mutually approved Powered Industrial Vehicle Operator Training, Aerial Lift Operator Training, Fall Protection Equipment Training, Confined Space Entry Training and Lockout Tag Out Training upon initial assignment to the Maintenance Department. In addition, Electrical Safe Work Practices/NFPA 70E Arc Flash Training will be conducted for all Electricians, Electronics Technicians & HVAC Technicians. Refresher training in all safety related topics will be provided as determined between the parties.

**3. Certification Training for Safety Trainers**

The Company agrees to cover the costs associated with training certifications for the UAW Safety Representative, Alternate UAW Safety Representative and other mutually agreed to facility trainers for regulatory safety topics including, but not limited to, Powered Industrial Vehicle Operation, Cranes and Hoists Operation, Fall Protection Competent Person, and Lock Out Tag Out. Those trained will be the designated trainers on the specific topics.

**3. Worker Protections**

**A) Lockout**

The Company and the Union jointly recognize the importance of the Lockout program, and every effort will be made to ensure the safety of all employees. It is the policy of DTNA and endorsed by the UAW

that Lockout is required where employees may be exposed to hazardous energy which could cause serious injury or fatalities.

**Therefore, the company agrees to the following:**

**1. Proper utilization of energy isolating devices during servicing and maintenance of machines and equipment in which the unexpected energization or start-up of the machines or equipment, or release of stored energy could cause injury to employees.**

**2.** Maintaining placards containing machine specific lockout procedures, listing equipment needed and verification methods on all machinery and equipment with multiple energy sources in the plant. The Company will utilize a third party or internal process at all plants to generate a common lockout placard for new machines and equipment. This will also be used to update existing placards into the common placard template whenever machinery and/or equipment is modified.

**3.** All plants will be required to conduct an annual review of lockout placards. Records of this annual review will be tracked to ensure appropriate compliance.

**4.** Ensure that all types of energy isolating devices and the proper number of devices needed to perform complete lockout procedures are **always** on hand in the plant.

**5.** Ensure that authorized and affected employees per OSHA standard are trained in lockout and authorized employees are provided the necessary types and number of devices to safely perform lockout procedures.

**6.** The Company and Union recognize the importance of maintaining and reevaluating cell entry procedures to ensure that effective health and safety controls are in place and that no exposure exists to operators entering the cell to perform minor, routine, and repetitive tasks. A risk assessment will be performed on new robotic cells **and all current cells will be reviewed for compliance.**

**7. Whenever replacement or major repair, renovation or modification of a machine or equipment is performed, and whenever new machines or equipment are installed, energy isolating devices for such machine or equipment shall be designed to accept a lockout device.**

**8. The company shall conduct an audit of authorized personnel at least annually to ensure that the procedures are being followed. The periodic inspection shall be performed by an authorized employee other than the ones utilizing the energy control procedure being inspected. Any deviations or inadequacies identified will be corrected.**

**B) Fall Prevention Program**

The Company will maintain a Fall Prevention Program that meets all elements of the most current version of the ANSI Z359 Fall Protection Code. The Union Safety Representative will survey employees to identify tasks that involve work at heights greater than four (4) feet within one (1) year of the effective date of the Agreement. Each task will be documented, prioritized, and evaluated to determine feasible engineering controls. Fall protection equipment **including engineering approved, certified anchorage points where required,** will be made available only when engineering controls are not appropriate to prevent falls. The Company agrees to maintain all equipment in safe working order and replace equipment found to be defective. Appropriate fall prevention equipment that meets ASTM F887-**20** will be provided for applicable skilled trades. Appropriate employees will be trained in the proper use of fall protection equipment per the OSHA standard. Fall protection equipment will be made available, properly stored, maintained, **and inspected per OSHA requirements.** Appropriate refresher training will be provided on an annual basis for all applicable employees. The Company will make readily available fall protection equipment to the employees who are required to use such equipment.

**In the event of an emergency rescue from heights related to man-up equipment, selected employees will be trained to immediately**

rescue a fellow employee either with the use of the emergency descent valve on the piece of equipment being utilized or other equipment such as aerial work platforms or order picker vehicles depending upon the location, situation, and safe methods. Additionally, to avoid prolonged post fall suspension trauma, an emergency call will be placed to the nearest local municipal fire and rescue agency immediately to request assistance in performing the rescue where needed.

The Company understands the risk associated with portable ladders. The Company agrees to evaluate and work to eliminate all portable ladders on assembly lines. A joint hazard assessment will be performed on all jobs which require a portable ladder. Hazards will be prioritized by risk and controls will be implemented to limit work on portable ladders. Additionally, production jobs that require employees to climb onto chassis, cabs, moving dollies, or other components during assembly will be identified and corrected.

The company agrees to comply with all regulatory standards related to fall protection when requiring employees to work on roofs within a 6' unprotected leading edge. A roof safety plan will be developed to ensure adequate protection/prevention for employees exposed to potential falls prior to roof top work commencing. Under no circumstances will employees be required to work within 6' of unguarded roof edges without proper protection/prevention such as guardrails, and/or personal fall arrest systems.

C) Working Under Suspended Loads

The Company will eliminate the practice of employees working under suspended loads in all areas of the plant. Each task that currently requires employees to place part of their body under a suspended load will be identified and corrective measures will be implemented to address each including product design changes, moving certain operations to other stations and modification of tooling and methods.

D) Working Alone

The Company and Union agree that assigning an employee to work in an isolated location does not in and of itself create an unsafe condition. When such assignments involve work situations potentially hazardous to an employee, such work shall be in accordance with recognized safe work practices. Each location's JSSC and the Skilled Trades Representative will review and list remote high hazard area jobs and develop Safe Operating Procedures (SOP) to address the potential hazards. When an employee is required to work in an isolated area, precautions such as two-way communication devices, continuous monitoring, adequate support personnel or other means, will be taken to monitor the well-being of the employee. Additionally, the Company will exercise caution in the assignment of apprentices or newly hired employees who may be less familiar with the hazards associated with certain tasks necessary to be performed in remote or isolated locations. The Company will make certain apprentices or newly hired employees are knowledgeable of the potential hazards prior to making any work assignments.

**E) Refusal of Hazardous Work**

The company recognizes that all employees have the opportunity to exercise their right to refuse to do unsafe work under the protection of OSHA Standard 1977.12. Therefore, A worker, who has a reasonable belief that their work assignment may result in a physical injury, including illness, should immediately discuss the safety aspects of the work assignment with their supervisor. Failing resolution, the issue will be brought to the district union representative immediately. Should technical consultation be requested by the supervisor or the district union representative, the UAW Safety Representative and Company Safety Engineer will be notified before further action is taken.

**F) No Hands In Dies Policy/Strategy**

The Company and UAW supports a "No Hands in Dies" policy/strategy throughout all facilities. Full implementation of "No Hands in Dies" in each location requires provisions for expendable or other hand feeding tools, slide feeds, sliding bolsters, automatic

or semiautomatic operation, die cutouts, cobots/robots or other means and procedures whereby the operators are not required to place their hands into the point of operation. In addition, procedures for use of die blocks/ slide locks and safety lock-outs for maintenance and setup personnel are imperative. An intensive orientation program for operators, supervisors, and process and facilities engineers may also be advisable.

#### 4. Powered Industrial Vehicle & Material Handling

A. The company and union understand the need to evaluate and replace forklift and PIV equipment. The JSSC will evaluate and agree on a replacement strategy to ensure PIV's are in safe working condition. The parties agree to replace PIV's that have exceeded 15,000 hours. The JSSC will explore an electronic PIV inspection and monitoring system which can be installed on future and existing equipment within 90 days of ratification and mutually agree on implementation of the electronic system. Further, the JSSC will work to create a more comprehensive PM program to maintain all PIV's as well as other material handling equipment such as dollies, mother carts, daughter carts, bulk flats, totes, trash gons, etc.

B. The Company and Union recognize the importance of crane/hoist operators performing daily pre-operational inspections prior to utilizing the equipment. The Company will explore options for electronic crane/hoist inspection systems for cranes/hoists. The JSSC will mutually agree on the electronic inspection system and create a crane prioritization list. The Company will budget funding for implementation of the electronic inspection systems to be completed in stages over the life of the agreement.

C. The Company agrees to install and maintain virtual/projected floor markings/signs to improve visual safety. Each facility's JSSC will discuss and mutually agree to the locations & priority of virtual floor markings within their respective facilities. Additionally, fixed floor markings designating both pedestrian and equipment aisles will be maintained as needed. The parties agree that pedestrian aisles will be indicated by two four-inch-wide parallel lines 36 inches apart



from outside-to-outside dimension wherever possible. Under no circumstances will pedestrian aisles lead to overhead doors or other recognized hazards. The Company Safety Engineers and UAW Health and Safety Representatives will develop a plan to conduct strategic flow mapping, separating high vehicle traffic areas from high pedestrian traffic areas.

D. The company agrees to maintain and utilize dock locks for all docks. In the event the dock locks are not functioning or no dock lock exists, the company agrees to use wheel chocks to prevent unintended trailer movement.

The Company agrees to follow material handling, stacking and storage best practices as discussed in the quarterly best practice-share meetings. Material storage racks both inside and outside of each facility will be inspected and properly maintained on a regularly scheduled basis. Stored materials must not create a hazard for employees. The company and union will provide mutually agreed upon training to all material handlers for proper material storage and safe load handling. To prevent creating hazards when storing materials, the company agrees to make every effort to store materials safely.

E. A documented trailer safety inspection process will be developed and implemented to ensure all trailers are free from damage and safe to load or unload with powered industrial equipment. Damaged trailers are to be identified, tagged, and removed from service. Employees will be trained to inspect the condition of the floor, side walls, ceiling, understructure, landing gear, etc. for damage prior to crossing the threshold of a trailer with a PIV. In the event that a docked trailer landing gear is compromised, jack stands will be provided and utilized to stabilize the trailer.

F. The company recognizes the importance of maintaining outside walking-working surfaces for safe PIV and pedestrian travel, trailer movement, stability and storage. The JSSC will identify, document and prioritize areas in need of repair. The company agrees to provide the necessary funding to expedite repairs of all damaged

concrete and asphalt surfaces. Further, the company agrees to discontinue the use of covering potholes, cracks or deteriorated surfaces with non-coated steel plating and will seek immediate repairs. In the event a pothole, crack or deteriorated surface requires temporary covering, the company agrees to utilize anti-slip material to provide maximum traction until such time proper repairs can be completed.

G. Roof leaks will continue to be addressed in a timely manner by the Maintenance and Facilities department. Employees will not be required to work in areas where roof leaks are compromising their safety. Maintenance will divert roof leaks out of work areas until roofers can come in and make needed repairs.

**Section 8.** Local Specific Issues – See Local Language

## **ARTICLE 17**

### **NO STRIKES OR LOCKOUTS**

**Section 1.** During the life of this Agreement, the Union shall not cause or support, nor shall any employee or employees take part in any action against the Company such as a strike, intentional slowdown of production, or any other interference with or stoppage of the Company's work.

The Union agrees that if an unauthorized strike, slow down or other interference with or stoppage of work occurs, the Local and International Union officials will immediately meet with the Company and take appropriate action to end the strike, slow down or other interference with or stoppage of work. The Union further agrees that in the event of a strike in violation of this Agreement, the Company may take disciplinary action up to and including discharge against those workers who take part in the strike. The Company, for its part, agrees that there shall be no lockouts during the life of this Agreement. As long as the Union, its officers, agents and employees comply with the above provisions, the Company agrees not to bring any court action for damages or take other action which is

not provided for in this contract, against the Union, its officers, agents and employees for breach of this Section.

## **ARTICLE 18 NO DISCRIMINATION**

**Section 1.** It is the policy of Daimler Truck North America LLC and the UAW that the provisions of this Agreement be applied to all employees covered by this Agreement without discrimination because of race, color, religion, age, national origin, status as a qualified person with a disability, sex, including sexual harassment, sexual orientation, marital status, Union affiliation and membership in any legally protected class and political affiliations.

In order to assure full knowledge and understanding of the forgoing principle on the part of the employees and all agents and representatives of Daimler Truck North America LLC and the UAW, the parties hereby incorporate the same in this Agreement. Any employee who claims that, in violation of said principle, he has been denied rights guaranteed by this Agreement may complain as provided in the grievance procedure. Any such claim, when presented in writing to the Department Manager, pursuant to Step 2 of the grievance procedure, must contain a full statement of the facts, as known, giving rise to the claim and the reasons why the employee believes he has been discriminated against. All grievances filed under this Article shall be initiated at Step 2 of the grievance and arbitration procedure.

If appealed to Step 3, the Shop Chairperson of the Local Union, before deciding whether to take the grievance up with the Human Resource Manager or designee, may refer the claim to the Chairman of the Civil Rights Committee. The Chairman, or in special circumstances, the Co-Chairman of the Civil Rights Committee, will review the alleged claim of discrimination and, if mutually agreeable, will conduct a joint investigation. The investigator will receive pay for time spent on the investigation, with the understanding that any overtime must be approved, by the Human Resource Manager.

The grievance and arbitration procedure shall be the exclusive contractual procedure for remedying such claims.

**ARTICLE 19**  
**SOURCING**  
**(See Local Language)**

**ARTICLE 20**  
**MISCELLANEOUS**

**Section 1. Work by Management Personnel – See Local Language**

**Section 2. Medical Personnel – See Local Language**

**Section 3. Emergency Notification Procedures**

To ensure that all Bargaining Unit personnel will receive immediate notification of outside emergencies, the Company agrees that such notification will be provided to the employee immediately and, in no event, any later than fifteen (15) minutes after receipt of such information. The Company further agrees that employees will be released immediately (if so requested) to attend to such emergency. All calls coming through the security office that are identified as an emergency will be logged by the security officer on duty. The Union will have an opportunity to review the log and make copies upon request. The Company agrees that when the security office cannot reach the Supervisor of an employee that the call is for, the Company will have one designated series of numbers for the security office to call.

**Section 4. Break Area and Lunch Rooms – See Local Language**

**Section 5. Garnishments**

- (a) The policies concerning garnishments will be handled by the Company subject to the following:

No disciplinary action will be taken against any employee unless:

- (i) A second and separate garnishment notice or demand against the wages of an employee has been received by the Company.
- (ii) A second and separate wage assignment against the wages of an employee has been received by the Company.
- (b) Notwithstanding the provisions of subsection (a) above, no disciplinary action will be taken against an employee because of the employee's inability to provide the Company the necessary release(s) and agreement(s) required in connection with a federal government lien against the employee's wages.
- (c) The Company and the Union agree that notwithstanding any provision of this Agreement, they will comply with all applicable federal and state laws concerning disciplinary action relating to garnishment on wage assignment matters.

The Company may recover some administrative costs for processing new wage attachments to a maximum of \$1 per transaction for child support and a one-time fee of \$5 for property tax levies.

#### **Section 6. Extreme Bad Weather Conditions**

Employees who are unable to report for work during extremely bad weather conditions will not be penalized by the Company. **All call in / reporting systems must include a bad weather option.**

#### **Section 7. Work Related Physical Exams**

Appropriate mutually agreeable medical exams and evaluations including but not limited to kidney function, liver function and lung function will be made available to welders and employees engaged in paint spraying, maintenance, paint mix, and other potential high risk jobs as determined by the JSSC on an annual basis. These tests shall be provided by the Company at no expense or loss of earnings, including loss of overtime to such employees.

#### **Section 8. Conflict between Company Rules and Contract**

The Company shall not establish any work and/or safety rules which conflict with the express provisions of this contract. The Company is entitled to establish reasonable rules, which the Union has the right to challenge through the grievance procedure as to the reasonableness of those rules. **All local Work Rules and local policies must be posted in a mutually agreed location, determined at the local level. The Union (Chair/President) must be notified of all changes to work and/or safety rules.**

#### **Section 9. Bulletin Boards**

The Company shall provide locking/secured bulletin boards in each amenities area for the exclusive use of the Union.

#### **Section 10. Injury to Employees**

When an employee sustains an injury in the plant, if necessary, the Company shall furnish transportation from the plant to the source of medical treatment and, if necessary, transportation home. Any employee who sustains an injury in the plant and returns from medical treatment to the plant with medical restrictions, the Company will make every effort to place the employee on a job within their restrictions. Any such employee who is not able to return to work shall be paid his applicable rate for the balance of his shift on the first day he is unable to work as a result of the injury. An employee who is able to work after sustaining an injury in the plant, but needs additional medical treatment shall be paid for all regular shift time necessarily lost for obtaining such treatment. The additional medical treatment will be sought during non-working hours whenever possible.

#### **Section 11. Unjust Incarceration**

Employees who have been terminated because of incarceration and who are later found by trial of a judge or jury to be “not guilty” or where the charges were dismissed will be returned to work without loss of seniority.

#### **Section 12. Cafeteria Committee – See Local Language**

#### **Section 13. Tools**

The Company will provide and replace as necessary all required tools for employees to adequately and safely perform their duties. Company is not liable for any personal tools brought on company property. Personal measuring equipment is not permitted.

#### **Section 14. Alcohol and Drug Abuse**

The Drug and Alcohol Policy attached as Attachment B was discussed during negotiations and was agreed to by the parties as the program applicable to all plant employees.

#### **Section 15. Pay Practices**

1. Employees will be paid each week on Tuesday. The first payment will be received on the second Tuesday following an employee's first week of employment. Statements showing all deductions will accompany each payment.
2. All employees' compensation will be paid by direct deposit to the bank or financial institution designated by the employee. Pay statements will be made available electronically and may be viewed and/or printed accordingly.
3. Discrepancies in pay should be reported as soon as practicable. Mistakes with regard to regularly scheduled straight time and all overtime exceeding \$100 will be resolved by the end of the employee's shift the following day (provided the appropriate Payroll Administrators are available) if the employee requests to be paid prior to the next regular pay period. However, discrepancies caused by late submission of documentation (i.e. medical leave, jury duty, military orders) within the employee's control may delay resolution until the next scheduled pay period.
4. All employees will be provided electronic access for employees to view their pay statements.

#### **Section 16. Voting Area in Plant – See Local Language**

#### **Section 17. Joint Orientation Program**

The Union and the Company will continue a Joint Orientation Program. The joint program will include Union participation in the explanation of all eligible programs, continuing education, apprenticeship, benefits program, health and safety, Union membership responsibilities, and participation.

The joint program will be conducted during normal working hours and all new hires and recalled employees will receive their starting rate of pay. Duration of allotted time will be mutually agreed upon.

**Section 18. Recreation Club – See Local Language**

**Section 19. In-Plant Union Office and Equipment – See Local Language**

**Section 20. Training – See Local Language**

**Section 21. Security Camera – See Local Language**

**Section 22. Foul Weather Gear – Moved to Health and Safety Article 16**

**Section 23. Badging In – See Local Language**

## **ARTICLE 21 CONTRACT PRINTING**

The Company agrees that as soon as is practicable after signing and ratifying this Agreement (no later than sixty (60) days) to provide sufficient printed proofs of the Agreement to the Union.

The Agreement with calendars showing negotiated holidays (during the term of the Agreement), will be printed by a union printer and copies will be returned to the Local Union within ninety (90) days of ratification.

The Agreements will have the UAW logo on the front cover and will be printed in a size of no less than 5.5 inches by 8.5 inches. **Additional copies will be printed at the request of the Union.**



## **ARTICLE 22**

### **SCOPE OF AGREEMENT**

**Section 1.** It is agreed that this written contract reflects the entire Agreement between the parties. Amendments or clarifications of this Agreement mutually agreed upon shall be reduced to writing, attached to, and shall become a part of this contract.

**Section 2.** The parties acknowledge that during negotiations, which resulted in this Agreement, each has had the unrestricted right and opportunity to present demands and proposals with respect to any matter subject to collective bargaining.

Therefore, the Company and the Union freely agree that during the period of this Agreement neither party shall be obligated to bargain with respect to any matter or subject not covered or referred to in this Agreement, nor with respect to any matter or subject referred to in this Agreement.

## **ARTICLE 23**

### **AUTHORIZATION FOR CHECK-OFF DUES**

During the 2024 contract negotiations for the UAW represented DTNA North Carolina facilities, the parties agreed to a procedure for the authorization for check-off dues. The following will apply:

Subject to the limitations as provided by the applicable laws of the State of North Carolina and/or Federal law, the Company agrees during the life of this Agreement, to deduct Union membership dues from the pay of each employee who is a member of the Union, in accordance with the procedures set forth herein. For the purposes of this Letter, pay from which Union membership dues may be deducted shall include all categories of payment to the employee, which the Union Constitution recognizes as appropriate for deduction of dues.

Upon receipt of a signed authorization which is in conformity with the laws of the State of North Carolina and applicable Federal law, the Company agrees to deduct from pay earned by employees who are

members of the Union the amount which is certified by the Union as membership dues, including any applicable initiation or reinstatement fees, and remit such amounts monthly to the Local Union Financial Secretary. Employees who desire to authorize the request to the Company to make such deductions and payments of their Union membership dues shall use the form entitled "Authorization for Check-Off of Dues." Such authorization may be revoked by the employee as provided therein and as provided in Section 302(c) of the Labor-Management Relations Act of 1947, as amended. It shall be the responsibility of the Union to provide such authorization.

The Local Union Financial Secretary shall give written notice to the Company of the amount of membership dues, including initiation or reinstatement fees, deductible in accordance with the preceding authorization. In all cases where a deduction is made which duplicates payment already made to the Union by an employee, or where deduction is not in conformity with the provisions of the Union Constitution and bylaws and/or terms of this Agreement, refunds to the employee will be made by the Union.

All sums deducted shall be remitted to the Local Union Financial Secretary not later than the fifteenth (15) day of each calendar month in which deductions are made. At the time of remitting the deducted amounts each month, the Company will furnish the Local Union Financial Secretary with a listing of the employees, by name, social security number and amount deducted, for whom payroll deduction of Union membership dues was made. The Union will give the Company prompt written notice of any errors in the listing or remittances.

Once each month, the Company will forward to the Local Union Financial Secretary a listing of employees' names indicating the reason for failure to include any sum or sums, which ordinarily would have been checked-off from the pay of the employee, covered by the Agreement.

The Union shall indemnify and save the Company harmless from all claims, demands, suits, or other liability arising out of or by reason of any action taken or not taken by the Company for the purposes of complying with the provisions of this letter.

DTNA Payroll will use the pay rate in effect for the last complete work week of each month for the dues deduction calculation the following month. Thereafter, all sums deducted will be remitted to the Local Union Financial Secretary not later than the fifteenth (15<sup>th</sup>) day of each calendar month in which the deductions are made. Electronic reporting will continue to be used for this purpose.

## **ARTICLE 24**

### **PAID SICK LEAVE**

**Section 1.** Beginning on January 1 of each year, Paid Sick Leave in the maximum amount of five (5) days per calendar year will be awarded to every employee (see Section 6) not in the attendance disciplinary step of the Attendance Control Program. Attendance Control Program employees will accrue Paid Sick Leave at a rate of 3.33 hours per month. Any days not taken will be accrued to a maximum of fifty (50) days. An employee with fifteen (15) or more days of accumulated Paid Sick Leave may use five (5) of such days as an additional full week of vacation in accordance with normal scheduling requirements. An employee with twenty-four (24) or more days of accumulated Paid Sick Leave may use ten (10) of such days as additional full weeks of vacation in accordance with normal scheduling requirements.

Individuals who are on layoff on January 1 and who are subsequently recalled during the calendar year will continue to accrue Paid Sick Leave at a rate of 3.33 hours per month beginning the month after they return up to the maximum of five (5) days.

Individuals hired on or after January 1 will accrue 3.33 hours of Paid Sick Leave per month beginning the month after they attain seniority.

**Section 2.** Up to four (4) days per calendar year may be used as personal time at the employee's option provided these days off are scheduled in advance in the same manner as single days of vacation.

**Section 3.** Any employee with accrued Sick Leave of five (5) days may cash out the excess above five (5) days (cash out full days only) at any time.

**Section 4.** Paid Sick Leave may be used during the statutory waiting period by employees who are off work with compensable injuries. Employees who choose to use contractual sick leave to satisfy the unpaid waiting period will not have any adverse pay impact. Paid Sick Leave used for this purpose will not be reinstated. Employees indefinitely laid off through a reduction of force will be paid for earned and accrued sick leave pay including pro-ratio to the last day worked. Upon request of an employee who is indefinitely laid off or terminated pending a just-cause determination by an Arbitrator, the Company will defer payment of any sick leave money to which he/she is entitled, but not in excess of twelve (12) months following layoff or termination. Sick leave money paid subsequent to the date of layoff is payable at the employee's applicable pay rate as of the date of his last day worked.

**Section 5.** Up to four (4) hours of Paid Sick Leave may be utilized in one (1) hour increments each calendar year. All other Paid Sick Leave must be used in four (4) hour increments. The only exceptions to these rules are in cases when the normal shift hours are shortened due to a plant or department shutdown. In such cases, an employee can use an increment of available Paid Sick Leave necessary to cover the balance of the shift. Paid Sick Leave cannot be used to cover absences on Saturdays. **Paid Sick Leave can be used to cover absences on Sundays and holidays. All Paid Sick Leave used on Sundays and holidays will be paid at the straight time rate.**

**Section 6.** Sick Leave: Eliminate accrual on all leaves over sixty (60) days (excluding Military Leave and FMLA) in duration.

Individuals who are off for any of the following reasons on January 1 and who return to work during the calendar year, will be awarded five (5) days of Paid Sick Leave upon reinstatement as long as the individual was not in the attendance disciplinary step of the Attendance Control Program as of January 1. Five (5) days is the most that is awarded regardless of how long the individual has been off.

- STD
- LTD
- Workers' Compensation

- Personal Leave
- FMLA (continuous)
- Medical Leave
- Military Leave
- International Union Leave

Attendance Control Program employees will continue to accrue Paid Sick Leave at a rate of 3.33 hours per month beginning the month after they return up to the maximum of five (5) days.

**Section 7.** The Company may require that single day absences on a Monday or on a Friday be supported by a doctor's certificate which verifies that the employee was unable to work. This will be applicable only to employees who are in the Attendance Control Program, or where there is a reasonable suspicion that the request for Paid Sick Leave was utilized for purposes other than sickness.

**Section 8.** To streamline the pay request procedure the Union and the Company agree that employees' sick pay will automatically be paid from the absentee call in system or a time keeping app.

Each day of absence must be reported using a time keeping app or the call in system. On any occasion when the system is inoperable, absences can be reported by notifying plant security.

**Within one hundred-twenty (120) days upon ratification, all locations under this agreement will be given a time keeping app.**

## ARTICLE 25 PAID TIME OFF (PTO)

Every employee will receive sixteen (16) hours of PTO (Paid Time Off) in January to be used between January and December of each calendar year. Notification for use of PTO for non-emergencies to be provided, when foreseeable, twenty-four (24) hours in advance. Unused PTO at the end of the year may be paid out or carried over to the next years PTO to a banked maximum of fifty-six (56) hours. Banked PTO hours above the

**fifty-six (56)** hour maximum will automatically be paid out after December 31 each year.

The payment of PTO shall be at the regular straight time rate for scheduled time not worked. PTO cannot be used to cover absences on Saturdays. **PTO can be used to cover absences on Sunday and Holidays and will be paid at the straight time rate.**

An employee must use their annual allotment of PTO in two (2) hour increments. An employee must use their banked PTO in four (4) or eight (8) hour increments. The only exceptions to these rules are in cases when the normal shift hours are shortened due to a plant or department shutdown. In such cases, an employee can use any increment of available PTO necessary to cover the balance of the shift.

Each day of absence must be reported using the call in system **or time keeping app**. On any occasion when the system is inoperable, absences **must** be reported by notifying plant security. **Refer to Article 9 for rules on using PTO the day before or after a holiday.**

Individuals placed in the Chronic Attendance Program will not be eligible for PTO without a doctor's excuse that includes a diagnostic code.

## **ARTICLE 26**

### **TUITION ASSISTANCE PROGRAM**

#### **DTNA Tuition Assistance Program**

The DTNA Tuition Assistance Program is designed to provide financial assistance for employees participating in approved degree programs and college courses. Details of the program are available through location Human Resources Department. The program is subject to change, at Management discretion, based on business conditions or changes in IRS guidelines associated with the tax status of such benefits. In the event that DTNA suspends or eliminates the DTNA Tuition Assistance Program the Company will continue to provide the benefit to all currently enrolled participants for the life of this Agreement.

## **ARTICLE 27**

### **JURY DUTY PAY**

When an employee is required to be absent from his regularly scheduled work to report for jury examination or jury duty service, he will be granted time off with pay for all straight-time hours he was otherwise scheduled to work. In order to receive such payments, an employee must give the Company prior notice that he has been summoned for jury duty **and** must furnish satisfactory evidence that he reported for or performed the service.

Employees working second or third shift will be assigned to first shift during the period they are scheduled for jury examination or jury service. Employees, who have received a valid court order or subpoena to appear in court during working hours as a witness and not as a principal in the court action itself, may receive pay for such time missed.

## **ARTICLE 28**

### **PAID BEREAVEMENT LEAVE**

1. Employees shall be excused with pay for five (5) scheduled workdays for bereavement leave in the event of the death of an immediate family member. Immediate family shall be defined as:

Spouse	Child	Brother
Stepchild	Parents	Sister

2. Employees shall be excused with pay for three (3) scheduled workdays in the event of the death of one (1) of the following family members:

Son/Daughter-in-Law	Step Brother/Sister
Brother/Sister-in-Law	Step Parents
Parents-in-Law	Step Parents of Spouse
Grandparent	Grandchildren
<b><u>Step Grandchildren</u></b>	

3. Employees shall be excused with pay for one (1) scheduled work day in the event of the death of one (1) of the following family members:

Aunt, Uncle, Great Grandparents, Step Grandparents and Grandparents-in-Law.

4. Employees shall have the option of using up to two (2) paid sick leave days or two (2) vacation days in connection with paid bereavement leave. Vacation days granted in conjunction with bereavement are not to be calculated in the percentages outlined in Article 10.
5. In-Law relationships refer only to current spouse.
6. Employees shall have the option to use up to **three (3)** paid sick leave days or **three (3)** vacation days to attend the funeral of persons other than those listed above with whom they have had close relationships. Employees must have prior approval to be paid and to have the absence excused. Vacation days granted in conjunction with bereavement are not to be calculated in the percentages outlined in Article 10.
7. Under normal circumstances, all paid bereavement leave must be taken within a two (2) week window (excluding Holidays and shutdowns) from the date of the death. Special case circumstances will be considered when proper documentation is presented to the Human Resources Manager for cases such as, but not limited to, international deaths when long range travel is required.
8. The appropriate shift premium will be paid for all bereavement leave.

## **ARTICLE 29**

### **SHORT TERM MILITARY DUTY PAY**

A seniority employee who is called to and performs short-term annual training in the United States Armed Forces Reserve or National Guard shall be paid the difference between his daily military earnings (including all allowances except rations, subsistence and travel) and his regular base hourly rate for straight-time hours he otherwise would have worked up to fifteen (15) maximum work days per calendar year. In order to receive such payment, an employee must give prior notice and furnish a statement of military pay upon his return to work.



### **ARTICLE 30 LEGISLATION**

If any of the Collective Bargaining Agreement is held invalid due to existing or future federal or state legislation, the remainder of this Agreement shall not be affected thereby. Note, the Company and Local/International Union will meet to resolve any legally required changes within sixty (60) days.

### **ARTICLE 31 SUCCESSORS**

This Agreement shall be binding upon the Company's successors, assigns, purchasers, or transferees whether such succession, assignment or transfer be affected voluntarily or by operation of law; and in the event of the Company's merger or consolidation with another Company or companies, this Agreement shall be binding upon the merged or consolidated Company.

### **ARTICLE 32 UAW V-CAP CHECK OFF**

The Company will provide a payroll deduction procedure for employees who elect to make contributions to a UAW political fund. The Union shall indemnify and save the Company harmless from all claims, demands, suits, or other liability arising out of or by reason of any action taken or not taken by the Company for the purposes of complying with the provisions of this Agreement. The Union will also be responsible for providing the forms that enable the Company to initiate such deductions.

### **ARTICLE 33 SKILLED TRADES (See Local Language)**

**ARTICLE 34**  
**HEALTH AND WELFARE**

The Company will provide a Health Care Plan for UAW represented employees. All plans will be administered by the Company for UAW employees under the conditions set forth in Attachment C.

**ARTICLE 35**  
**PENSION PROGRAM**

Upon request, the Company must provide information, in a timely manner, regarding pension benefit calculations. The Company will continue a pension plan program for UAW represented employees with the same benefit levels and benefit formulas as currently provided in these negotiations. The Company will establish a separate pension plan for UAW represented employees under the conditions set forth in Attachment C.

**ARTICLE 36**  
**SHORT TERM DISABILITY (STD)**

The Company will continue to provide Short-Term Disability benefits to UAW represented employees that were available on the effective date of this Agreement and will be administrated by the Company for UAW employees under the conditions set forth in Attachment C.

**ARTICLE 37**  
**LONG TERM DISABILITY (LTD)**

The Company will continue to provide Long-Term Disability benefits to UAW represented employees that were available on the effective date of this Agreement and will be administrated by the Company for UAW employees under the conditions set forth in Attachment C.

**ARTICLE 38**  
**LIFE, ACCIDENT, AND DISABILITY PLANS**

The Company will continue to provide continued life, accident, and disability benefits to UAW represented employees that were available on the effective date of this Agreement and will be administrated by the Company for UAW employees under the conditions set forth in Attachment C.

**ARTICLE 39**  
**EMPLOYEE RETIREMENT SAVINGS PLAN 401(k)**

The Company will continue to provide the current Daimler Truck North America LLC UAW Retirement Savings Plan (401K Plan) for UAW-represented employees that is available on the effective date of this Agreement. The current Daimler Truck North America LLC UAW Retirement Savings Plan (401K Plan) will be administrated by the Company for UAW employees under the conditions set forth in Attachment C.

**ARTICLE 40**  
**DURATION OF AGREEMENT**  
**(See Local Language)**

**ATTACHMENT A**  
**WAGE SCALES**  
**(See Local Language)**

## **ATTACHMENT B**

### **DRUG AND ALCOHOL POLICY**

#### **1. PURPOSE**

This policy is intended to provide a safe and productive work environment for Daimler Truck North America employees by the elimination of drug and alcohol presence or influence in the workplace and to ensure the opportunity for continued employment to those who have a drug or alcohol problem by voluntary participation in a treatment program.

#### **2. SUMMARY**

This policy describes practices and procedures to ensure that work environments are free of the presence of illegal drugs and alcohol and that employees are capable of performing their tasks safely and efficiently without the influence of any legal or illegal drug or alcohol.

#### **3. POLICY**

It is Daimler Truck North America's policy that employees may not possess, use, manufacture, nor distribute illegal drugs or alcohol on Daimler Truck North America's premises or be under the influence of drugs or alcohol on Daimler Truck North America's premises.

The Company reserves the right to conduct a search of employees and their property and to require drug screening, at Management's discretion, for the purpose of enforcement of this policy.

#### **4. DEFINITIONS**

- A. **Illegal Drugs** - Any drug that is illegal under federal, state or local law. Any legal drug which has been illegally obtained for which a valid prescription is required and lacking.
- B. **Under the Influence** - Behavior that adversely affects job performance, mobility, safety or speech with evidence of drug or alcohol usage. Drug or alcohol levels resulting in a positive drug screen.
- C. **Positive Drug Levels** - The minimum quantitative levels for tested substances will be consistent with prevailing Department of Transportation (DOT) testing protocol.
- D. **Positive Alcohol Levels** - The minimum quantitative level for alcohol is 40 mg/dl by blood sample or 0.04% blood-alcohol.

**E. Valid Prescription – Prescription that has been legally obtained within one (1) year as certified by Medical Review Officer.**

**5. PRE-EMPLOYMENT TESTING**

All persons to be assigned employment will be required to take a physical examination, which will include a drug-screening test. Any applicant who fails the drug screen will be disqualified from employment and may not re-apply within one (1) year.

**6. RESTRICTIONS ON COMPANY PREMISES**

- A. Illegal Drugs - The possession, use, manufacture, or distribution of illegal drugs or alcohol on Company property is specifically prohibited and will be cause for discharge.
- B. Under the Influence - Reporting for duty or working while under the influence of any drug or alcohol (whether or not legally intoxicated) is specifically prohibited and will be cause for actions as defined in this policy.
- C. Positive Drug Levels - Employees who are required to take prescription drugs, which may influence performance, must report such drug usage to the medical department for determination of work capability. Failure to do so will be cause for disciplinary action.

**7. PROCEDURES**

- A. Testing - An employee will be tested for any of the following reasons **using processes and protocol consistent with prevailing Department of Transportation (DOT) protocol:**
  - 1. Impairment: When the Company has reasonable cause to believe that an employee is demonstrating signs of impairment due to the influence of drugs or alcohol he/she will be taken to an offsite medical facility and/or plant medical department for diagnosis and drug/alcohol screening. Impaired employees are prohibited from driving and transportation arrangements will be made for them by the Company.

Reasonable cause shall be defined as those circumstances, based on objective evidence about the employee's conduct in the workplace, that would cause a reasonable person to believe that the employee is demonstrating signs of impairment such as difficulty in maintaining balance, slurred speech, erratic or atypical behavior, or otherwise appears unable to perform his/her job in a safe manner.

2. Accident: Employees who are involved in a preventable accident will be treated for the accident/injury first and may, at Management's discretion, be required to submit to drug screening **which must be initiated prior to the end of the employee's shift on the day of the accident if feasible and available**. The Union will be notified in the event a drug screening is required due to an accident. This language also applies to outside contractors in the event of an accident.
  3. Return from medical leave after six (6) months or greater: Any employee who has been on medical leave for six (6) months or longer will be required to submit a drug screening upon return.
- B. Search - Employees may be required to empty the contents of their clothing, purses, and other containers if reasonable cause exists to believe that they are in possession of prohibited substances. Searches will be conducted in the presence of the employees Shop Committeeperson.
- C. Positive Test Results - Employees who have a positive drug/alcohol screen indicating drug or alcohol usage will be placed in the Treatment Program as provided in 8 below. Employees, who have exhausted their opportunity in 8 below, will be discharged if they test positive.

- D. Failure to Cooperate - Employees who fail to cooperate with Management's enforcement of this policy by refusing to allow a drug search, permit confiscation of suspected material, or submit to a physical examination and drug/alcohol screen will be considered insubordinate. Such insubordination will be cause for discipline up to and including discharge.

## 8. TREATMENT PROGRAM

One (1) opportunity for treatment will be provided to employees who have a drug or alcohol dependency or a positive drug screen. Participation in a treatment program and continued employment will be in accordance with the terms and conditions of a written Agreement provided by the Company. Such participation will be kept confidential, and employees will be excused from work or provided a medical leave of absence as required by the program.

It was also agreed that where the DTNA Drug and Alcohol Policy formally allowed for only one (1) opportunity for treatment for a drug or alcohol dependency via a "Last Chance Agreement", DTNA will provide for one (1) additional treatment opportunity for an employee under the following conditions:

1. The employee was a prior "last chance" participant who has satisfactorily completed the program and the Agreement has been terminated.
2. The employee signs and abides by a second "Last Chance Agreement" under the same conditions as the first "Last Chance Agreement."

During or following treatment, the employee should not expect any special privileges or exemptions from standard personnel practices; and

Nothing in this statement is to be interpreted as constituting any waiver of Management's responsibility to maintain discipline or the right to invoke disciplinary measures in the case of misconduct, which may result from, or be associated with the use of alcohol or drugs or personal

problems. The Union may exercise its right to process grievances concerning such matters in accordance with the DTNA- UAW Agreement;

It is understood that an employee who fails to meet all of these conditions at the time a second opportunity is requested or required will not qualify for the second opportunity and employment will be terminated for violation of Company Policy.

The employee who receives a second opportunity will be given leave of absence as needed; however, only medical coverage for treatment will be provided. The Company Short-Term Disability payments will not apply.

DTNA and the United Auto Workers Union agree that if Employee Assistance Program Services fails to live up to the expectations of the parties, another provider of such services may be agreed upon by mutual agreement, provided the costs of such other provider is no greater than the current provider.

## 9. DISCIPLINE

Any discipline provided in accordance with this policy shall be characterized as "Violation of Company Policy".

## 10. FEDERAL CONTRACT EMPLOYEE REQUIREMENTS

In addition, employees who work for employers who are engaged in the performance of a federal contract are required, as a condition of employment, to abide by Company's prohibition against controlled substances in the workplace and must notify the Company of any criminal drug statute violation no later than five (5) days after that conviction.

## 11. PRESCRIPTION MEDICATION USE

To ensure the safety and health of all employees, the following procedure provides guidelines that employees must take when issued prescription medication (defined as "controlled substances") by their physician:

- 1) Upon issuance of a prescription medications defined as "controlled substances" by physician, the employee is required to report to the medical department prior to the start of work for review of prescribed medication.



- 2) The nurse will verify and record any medications that the employee has been prescribed.
- 3) Any medications that would prevent an employee from safely working will be discussed with the employee. The employee's physician will provide guidelines for how and when the employee can take this medication prior to and during working hours. Employees are required to provide a copy of these guidelines to the medical department and to adhere to the guidelines set forth by their physician as related to taking prescription medication prior to and during working hours.
- 4) Refer to Section 7(A)(1) for procedure when impairment is observed.
- 5) Employees observed or suspected to be under the influence or impaired, and subsequent testing indicates a positive result for a substance that is found in prescription medication will have the following actions occur based on their circumstances:
  - a. Employee has valid prescription associated with positive test result and prescription has been previously disclosed to the medical department – Employee will be directed to see their physician to determine what actions, if any, need to be taken relative to their prescription and/or medical condition. Employee will be required to complete formal EAP referral and follow all requirements set forth by EAP. Employee is required to sign off on disclosure and release form so Company representative can independently determine if requirements set forth by EAP are being followed. Failure to comply with EAP referral or refusal to sign off on disclosure and release will result in termination.
  - b. Employee claims to have a valid prescription associated with the positive test result but has not disclosed the prescription previously to the medical department – Employee will be placed on unpaid status and directed to their physician to obtain proof of prescription. Employee may be required to

complete applicable paperwork so medical department can independently verify validity of the prescription.

- i. If prescription is verified as valid, employee will be required to complete formal EAP referral and follow all requirements set forth by EAP. Employee is required to sign off on disclosure and release form so Company Representative can independently determine if requirements set forth by EAP are being followed. Failure to comply with EAP referral or refusal to sign off on disclosure and release will result in termination.
  - ii. If prescription is not verified as valid, employee will be subject to Section 8 “Treatment”. Employee will be placed on a Last Chance Agreement. Employee will be required to complete formal EAP referral and follow all requirements set forth by EAP. Employee is required to sign off on disclosure and release form so Company Representative can independently determine if requirements set forth by EAP are being followed. Failure to comply with EAP referral or refusal to sign off on disclosure and release will result in termination. Failure to comply with terms set forth in Last Chance Agreement or refusal to sign Last Chance Agreement will result in termination.
  - c. Employee neither has a valid prescription nor claims to have a valid prescription associated with the positive test result – Employee will follow Section 11, Subsection 5b ii.
- 6) The appropriate UAW Representative will be notified of all determinations of employees being “Under the Influence.”
- 7) For the purposes of this language, the determination for being “under the influence” will be made by the Department Management utilizing the criteria listed in Section 7(A)(1) of this Attachment and validated by a second member of Management from a different department. Any determination must be validated by a non-negative result report from the drug screen.

- 8) Any disputes of impairment will be addressed within the grievance process and will be entered at Step 3.

## **ATTACHMENT C BENEFIT PLANS**

The following is an outline of health benefits, life insurance, 401k, Short-Term/Long-Term disability and pension benefits for UAW employees at the Cleveland Truck Manufacturing Plant, Gastonia Components and Logistics Plant, Mt. Holly Truck Manufacturing Plant, Memphis Parts Distribution Center, Atlanta Parts Distribution Center and Thomas Built Buses as agreed between Daimler Truck North America LLC and the Bargaining Units' Representatives. Specific language for the respective plan documents is to be developed, and will reflect the content of this outline.

### **Health Benefits**

The Company will continue a Health Care Plan for UAW represented employees that includes the same benefits as provided under the Daimler Truck North America LLC Health Plan on the effective date of this Agreement. The plans will be administered by the Company for UAW employees under the conditions set forth in Attachment C.

1. New Hire Benefits will commence with the first of the month following ninety (90) days of employment.
2. Temporary Summer Employees hired from outside will not be eligible for health care benefits.
3. Layoff Benefits. Health insurance with agreed upon cost share, Company-paid Life coverage, and Accidental and Dismemberment Insurance will be continued for employees on layoff for six (6) months beyond normal expiration dates for each plan.

4. Health plan coverage will be granted for periods of disability, provided the employee remains disabled under the terms of the long-term disability plan, and during periods of union leave which are granted in accordance with Article 14. (Cost share will be deducted from disability pay.)

### **Medical Benefits: Active Employees**

1. Medical plan design changes are effective January 1, **2025**.
2. Employee Cost Share for UAW employees at the Cleveland Truck Manufacturing Plant, Gastonia Components and Logistics Plant, Mt. Holly Truck Manufacturing Plant, Memphis Parts Distribution Center, Atlanta Parts Distribution Center and Thomas Built Buses amounts are effective as follows:

#### **Cost Share for Active Employees**

(Deducted from Pre-Taxed Income)

#### **Employee Health Care Cost Share effective January 1, 2025**

Single:	\$18.00 per week
Two People:	\$36.00 per week
Family (3 or more):	\$54.00 per week

The Blue Cross Blue Shield of Michigan's Tobacco Cessation Coaching Program, powered by WebMD will be added as a covered benefit to include smoking cessation products as included under program guidelines.

### **Infertility Reimbursement Program**

**Effective January 1, 2025 Daimler Truck North America, LLC will provide an Infertility Reimbursement Program for UAW represented employees with a one-time, once lifetime maximum reimbursement of \$2,000.**

Reimbursement will be available for the following infertility services: donor semen, donor eggs (including the participant's own eggs), and services related to their procurement and storage. Oral and injectable drugs used in the treatment of infertility. Services related to conception by artificial means including such as intrauterine insemination (IUI), in vitro fertilization (IVF), ovum transplants, gamete intrafallopian transfer (GIFT), zygote intrafallopian transfer (ZIFT), and artificial insemination (AI). Services to reverse surgically induced infertility.

Employee's must be eligible for company health care benefits. Reimbursement request must be filed within twelve (12) months of date of service.

In the event that both an employee and spouse are employed by the company, only one reimbursement will be provided.

#### Paid Parental Leave (PPL)

Effective January 1, 2025, Daimler Truck North America LLC will provide two (2) weeks of Paid Parental Leave to run consecutively at the STD rate for UAW employees at the time of the PPL.

PPL is available for the birth of a child or the adoption of a child under eighteen (18) years of age. This agreement covers both birthing and non-birthing parents. If both parents are employed by Daimler Truck North America LLC under the Collective Bargaining Agreement each parent will be allotted the PPL benefit under this Agreement.

PPL should be requested thirty (30) days in advance of leave and must be taken within twelve (12) months of the birth or adoption.

#### Travel Benefit for Medical Services

Daimler Truck North America LLC provides a benefit for travel expenses for certain health care services defined by the company when those services are not available within a 100-mile radius of a member's residence. The service must be covered by the existing health plan. The travel benefit pays for approved domestic travel expenses determined

**by the Travel Benefit Member Guide. The travel benefit is limited to a \$10,000 Lifetime Maximum for all categories combined.**

# ATTACHMENT C-1

## HEALTHCARE BENEFITS SUMMARY SHEET

Employee Deductible, Co pays/Coinsurance and Dollar Maximums		In-Network	Out-of-Network
Deductible - per calendar year	\$600 per individual \$1,200 per family	\$1,200 per individual \$2,400 per family	
• Co pays	\$30 copay \$50 copay for Urgent Care Facility \$125 copay for Medical Emergency Room	\$125 copay for Medical Emergency Room	
• Percent Coinsurance	20 % unless otherwise noted	30% unless otherwise noted. Where no network available, services paid at in-network level.	
Out-of-Pocket Maximum – per calendar year	\$1,600 per individual \$3,200 per family	\$2,400 per individual \$4,800 per family	
• Percent Coinsurance <i>Includes Deductible</i>			
Lifetime Maximum	Unlimited		
Preventive Services			
Health Maintenance Exam – beginning age 3, one per calendar year; includes related X-rays, EKG, and lab procedures performed as part of the physical exam	Covered - 100% after \$30 copay	Not Covered	
Annual Gynecological Exam - one per calendar year	Covered - 100% after \$30 copay	Covered - 75% after deductible	
Pap Smear Screening – one per calendar year; laboratory services only	Covered - 100%	Covered - 75% after deductible	
Mammography Screening – one per calendar year; no age restrictions	Covered - 100%	Covered - 75% after deductible	
Well-Baby and Child Care – birth through age 2	Covered - 100% after \$30 copay	Not Covered	
Immunizations – pediatric and adult	Covered - 100%	Covered - 75% after deductible	
Prostate Specific Antigen (PSA) Screening - one per calendar year; no age restrictions	Covered - 100%	Covered - 75% after deductible	
Endoscopic Exams - one per calendar year	Covered - 100%	Covered - 75% after deductible	
Physician Office Services			
Office Visits • PCP • Specialist  Includes: ■ Primary and Specialist Physicians ■ Presurgical Consultations ■ Initial visit to determine pregnancy	Covered - 100% after \$30 copay Note: Copay applies to office visit and all services performed during the visit (e.g., x-ray, lab, etc.)	Covered - 70% after deductible	
Emergency Medical Care			
Hospital Emergency Room Qualified Medical Emergency & First Aid Services	\$125 Copay waived if admitted	\$125 Copay waived if admitted	
Non-emergency use of the Emergency Room	Covered 80%	Covered - 70% after deductible	
Facility Based Urgent Care Centers	\$50 Copay waived if admitted	\$50 Copay waived if admitted Covered at 70% after deductible if non-emergency	
Ambulance Services – medically necessary transport	Covered – 80%	Covered - 80%	
Diagnostic Services - Outpatient Independent Lab or Diagnostic Facility			
MRI, MRA, PET and CAT Scans and Nuclear Medicine	Covered - 100%	Covered - 70% after deductible	
Laboratory and Pathology Tests	Covered - 100%	Covered - 70% after deductible	
Diagnostic Tests and X-rays	Covered - 100%	Covered - 70% after deductible	

### Diagnostic Services - Outpatient Hospital

MRI, MRA, PET and CAT Scans and Nuclear Medicine	Covered - 100%	Covered - 70% after deductible
Laboratory and Pathology Tests	Covered - 100%	Covered - 70% after deductible
Diagnostic Tests and X-rays	Covered - 100%	Covered - 70% after deductible
Radiation Therapy	Covered - 100%	Covered - 70% after deductible

### Maternity Services Provided by a Physician

Pre-Natal and Post-Natal Care	Covered - 100%	Covered - 70% after deductible
Delivery and Nursery Care	Covered - 80% after deductible	Covered - 70% after deductible
Include Dependent Children	Covered - 80% after deductible	Covered - 70% after deductible

### Hospital Care

Semi-Private Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies <i>Includes maternity admissions</i>	Covered - 80% after deductible	Covered - 70% after deductible
	Unlimited days	
Inpatient Consultations	Covered - 80% after deductible	Covered - 70% after deductible
Chemotherapy	Covered - 80% after deductible	Covered - 70% after deductible

### Alternatives to Hospital Care

Skilled Nursing Facility	Covered - 80% after deductible	Covered - 70% after deductible
	75 days per calendar year	
Hospice Care	Covered - 80% after deductible	Covered - 75% after deductible
	Unlimited	
Home Health Care	Covered 100% Unlimited visits	Covered 70% after deductible Limited to 40 visits Out of Network

### Outpatient Surgical Services

Surgery – includes related surgical services	Covered - 80% after deductible	Covered - 70% after deductible
Voluntary Sterilization – <i>excludes reversal sterilization</i>	Covered - 80% after deductible	Covered - 70% after deductible

### Human Organ Transplants

Specified Organ Transplants – in designated facilities only, when coordinated through the BCBSM Human Organ Transplant Program (1-800- 242-3504)	Covered - 100% in designated facilities only	Covered - 75% after deductible
Kidney, Cornea, Bone Marrow and Skin	Covered - 100%	Covered - 70% after deductible

### Mental Health Care and Substance Abuse Treatment

Inpatient Mental Health and Substance Abuse Care <i>Coinurance does not contribute to out-of-pocket maximum</i>	Covered - 80% after deductible	Covered - 70% after deductible
Outpatient Mental Health Care <i>Coinurance does not contribute to out-of-pocket maximum</i>	Covered – 100% after \$30 copay	Covered - 70% after deductible
Outpatient Substance Abuse Care <i>Coinurance does not contribute to out-of-pocket maximum</i>	Covered – 100% after \$30 copay	Covered - 70% after deductible
<b><u>Autism Spectrum Disorders, Diagnoses and Treatment – Up to and including age 18</u></b>  <b><u>Applied Behavioral Analysis (ABA) treatment when rendered by Board Certified Behavioral Analyst (BCBA)</u></b>  <b><u>Pre-authorization required through BCBSM Behavioral Health Manager (New Directions) before treatment begins.</u></b>  <b><u>Note: Diagnosis of an autism spectrum disorder and a treatment recommendation for ABA services must be obtained by an approved autism evaluation center (AAEC) prior to seeking ABA treatment.</u></b>	<b><u>Covered – 80% after deductible</u></b>	<b><u>Covered - 70% after deductible</u></b>



<b>Physical, Occupational and Speech Therapy</b>	<b>Covered – 80% after deductible</b>	<b>Covered - 70% after deductible</b>
<b>Nutritional Counseling</b>	<b>Covered – 80% after deductible</b>	<b>Covered - 70% after deductible</b>

#### Other Services

Allergy Testing	Covered - 100% after \$30 copay	Covered - 70% after deductible
Allergy Therapy (Injections)	Covered - 100% after \$30 copay	Covered - 70% after deductible
Cardiac Rehabilitation, Chiropractic Care, Outpatient Physical, Speech and Occupational Therapy	Covered - 100% after \$30 copay	Covered - 70% after deductible
	<p>Limited to a combined maximum of 60 visits per calendar year. <b><u>Once a combined maximum of 60 visits is reached an additional 15 combined maximum is allowed for Cardiac Rehabilitation, Outpatient Physical, Speech and Occupational Therapy visits.</u></b> Physical, Speech, and Occupational Therapy services are covered only when performed in the outpatient department of the hospital, or approved freestanding facility. Physical therapy is also covered in an independent therapist's office. Out-of-network Chiropractic care not subject to deductible.</p>	
Durable Medical Equipment/Medical Supplies	Covered - 100%	Covered - 70% after deductible
Prosthetic and Orthotic Appliances*	Covered - 100%	Covered - 70% after deductible
Private duty nursing	Covered – 80% after deductible Unlimited Visits	Covered - 70% after deductible Unlimited Visits
<ul style="list-style-type: none"> <li>Foot orthotics will be paid at the Blue Cross usual and customary standard without step therapy. Appliances ordered under procedure code L3030 and L3020 will be covered up to \$325 every <b>3</b> years</li> </ul>		

## Hearing Care

<b>Includes:</b> <ul style="list-style-type: none"> <li>■ Audiometric Exam</li> <li>■ Hearing Aid</li> <li>■ Hearing Aid Acquisition Cost</li> <li>■ Dispensing Fee</li> <li>■ Ear Molds</li> </ul>	Covered – 80% up to <b>\$1,900</b> every 36 months
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Infertility testing performed to establish a final diagnosis of infertility will be covered at 85% of usual and customary charges.

If BlueCross BlueShield denies a claim in regards to infertility treatment, appeals will be directed to the DTNA BlueCross National Accounts liaison or Key Account Manager for resolution and/or payment.

**Prescription Drugs**

**Prescription Drug Co-pays**

<b>Retail: Up to a 30 Day Supply</b>	<b>In Network:</b>	<b>Out of Network:</b>
Generic	\$10	\$10 or 20% (whichever is greater)
Brand	\$35	\$35 or 20% (whichever is greater)
Non-Preferred	\$60	\$60 or 20% (whichever is greater)

<b>Mail Order: 90 Day Supply</b>	<b>In Network:</b>	<b>Out of Network:</b>
Generic	\$20	NOT COVERED
Brand	\$70	NOT COVERED
Non-Preferred	\$120	NOT COVERED

Prescription Drug (Rx) Plan includes Prior Authorization, Step Therapy and Drug Quantity management benefits to ensure employees and their dependents receive correct medications, at the appropriate time, in the right amounts under the **Express Scripts (ESI) Advantage Plus Package**.

## ATTACHMENT C-2

### DENTAL BENEFITS SUMMARY SHEET

#### Class I Services

Periodic Oral Exams	Covered – 100%, twice per calendar year
Prophylaxis (Teeth Cleaning)	Covered – 100%, twice per calendar year
Periodontal Deep Cleaning	Covered - 100% up to four per calendar year – <i>for employees or their dependents diagnosed with periodontal disease.</i>
Bitewing X-rays	Covered – 100%, twice per calendar year
Full-mouth and Panoramic X-rays	Covered – 100%, once every 36 months
Fluoride Treatment	Covered – 100%, twice per calendar year, up to and including age 18
Space Maintainers	Covered – 100%
Palliative Emergency Treatment	Covered – 100%
Sealants	Covered – 100%, once every 36 months, prior to obtaining age 15
Pulp Test	Covered – 100%

#### Class II Services

Fillings - permanent teeth	Covered – 80%
Fillings - primary teeth	Covered – 80%
Inlays, Onlays, and Gold Fillings – permanent teeth	Covered – 80%
Recementing of Inlays, Onlays, Crowns and Bridges	Covered – 80%
Root Canal Therapy	Covered – 80%
Periodontal Scaling and Planing	Covered – 80% up to 4 per year
Gingivitis treatment	Covered – 80%
Occlusal Adjustment	Covered – 80%
Periodontic Appliances or Bite guards	Covered – 80%
General Anesthesia or IV Sedation	Covered – 80%, when medically necessary and performed with oral or dental surgery
Oral Surgery including extractions	Covered – 80%
Relining or Rebasing of Partial or Dentures	Covered – 80%
Tissue Conditioning	Covered – 80%
Repairs to Existing Partial or Dentures	Covered – 80%

#### Class III Services

Removable Dentures – Complete and Partial	Covered – 80%, once every 60 months
Fixed Bridges and Crowns	Covered – 80%, once every 60 months
Implants	Covered – 80%
TMJ Services – appliances & orthodontic services	Covered – 80%
Replacement of dentures and bridges on the same teeth	Covered – 80%, once every 60 months

#### Class IV Services – Orthodontic services - no age restrictions

Habit Breaking Appliances	Covered – 80%
Minor Tooth Guidance Appliances	Covered – 80%
Interceptive orthodontic treatment	Covered – 80%
Comprehensive orthodontic treatment	Covered – 80%
Post treatment stabilization	Covered – 80%
Full-Banding Treatment	Covered – 80%
Monthly, Active Treatment Visits	Covered – 80%

#### Benefit Period, Copays and Dollar Maximums

<b>Benefit Period</b>	Calendar Year
<b>Deductible</b>	\$0 Individual - Applies to Class II, III, and IV
<b>Member Coinsurance</b>	0% for class I services, 20% for class II services, 20% for class III & IV services
<b>Dollar Maximums</b>	
• Annual Maximum	<u>\$2,000</u> per member for covered class I, II and III services
• Lifetime Orthodontic Maximum	<u>\$2,400</u> per member for covered class IV services

Members may visit any dentist for their dental needs, but they will have the lowest out-of-pocket costs when they visit dentists who are part of the dental network.

Our Dental plan includes a discounted dental network that reduces out-of-pocket costs when members use network dentists. Network dentists have signed agreements to accept a reduced, discounted network fee schedule, as payment in full for covered dental services. Members have lower out-of-pocket costs because copays are based on a discounted amount.

## ATTACHMENT C-3 VISION BENEFITS SUMMARY SHEET

Cover Vision care, as follows:

	In Network	Out of Network
Optometrist	Cover in Full (with \$20 copay)	<u>Covered in Full (with \$20 copay)</u>
Ophthalmologist	Cover in Full (with \$20 copay)	<u>Covered in Full (with \$20 copay)</u>
Single-vision Lenses	<u>Covered in Full (Every 12 Months)</u>	<u>Out of Network Allowance up to \$30 (Every 12 Months)</u>
Bifocal Lenses	<u>Covered in Full (Every 12 Months)</u>	<u>Out of Network Allowance up to \$50 (Every 12 Months)</u>
Trifocal Lenses	<u>Covered in Full (Every 12 Months)</u>	<u>Out of Network Allowance up to \$65 (Every 12 Months)</u>
Lenticular Lenses	<u>Covered in Full (Every 12 Months)</u>	<u>Out of Network Allowance up to \$100 (Every 12 Months)</u>
<u>Contact Lens Exam (CLEX)</u>	<u>(\$0 CLEX EXAM Copay)</u>	<u>Member Pay</u>
<u>(All contact fitting fees will be covered at 100%)</u>		
Frames	<u>\$150 (Every 24 Months)</u>	<u>\$70 (Every 24 Months)</u>
<u>Lens Enhancements</u>		
<u>Anti-reflective coating</u>	<u>Covered in Full</u>	<u>Member Pay</u>
<u>Polycarbonate Adult</u>	<u>Covered in Full</u>	<u>Member Pay</u>
<u>Polycarbonate Children</u>	<u>Covered in Full</u>	<u>Member Pay</u>
<u>Progressive</u>	<u>Covered in Full</u>	<u>Member Pay</u>
<u>Photochromic</u>	<u>Covered in Full</u>	<u>Member Pay</u>
<u>Scratch-resistant coating</u>	<u>Covered in Full</u>	<u>Member Pay</u>
Contacts (Regular)	<u>\$260 (Every 12 Months)</u>	<u>\$105 (Every 12 Months)</u>
Contacts (Medically Necessary)	<u>Covered in Full</u>	<u>\$210</u>
Frequency:		
All except frames	Once Per Year	Once Per Year
Frames	Once Each 24 Months	Once Each 24 Months

**\* Standard progressive lenses are manufactured for standardized parameters like the distance between your eyes and how the glasses sit in your face.**

**Effective January 1, 2025, members are eligible for a \$300 lifetime maximum reimbursement for Lasik surgery. The employee has 12 months from the date of service to file a reimbursement request. The reimbursement program does not impact current Daimler Truck health care plans or coverage.**

## **Life Insurance Benefits and Disability Plans**

The Daimler Truck North America LLC will continue to provide continued life, accident, and disability benefits to UAW represented employees that were available on the effective date of this Agreement.

- 1) Daimler Truck North America LLC will maintain Basic (Daimler Truck North America LLC paid) Life Insurance, Supplemental (Employee-paid) Life Insurance and Accidental and Dismemberment Insurance Plans.
- 2) Daimler Truck North America LLC paid life insurance will be 2 x yearly base rate plus \$10,000.
- 3) Employees will have the option to purchase additional supplemental insurance equal to Daimler Truck North America LLC Management, **except for items stated below.**
- 4) Basic (Daimler Truck North America LLC) Life Insurance coverage and Accidental and Dismemberment Insurance will be continued for periods of layoff for six (6) months.
- 5) Basic (Daimler Truck North America LLC) Life Insurance coverage, Accidental and Dismemberment Insurance, Supplemental (Employee-paid) Life Insurance, Supplemental (Employee-paid) Spouse Life and Supplemental (Employee-paid) Dependent coverage will be continued for periods of Union leave, granted in accordance with Article 14.
- 6) Basic (Daimler Truck North America LLC) Life Insurance coverage, supplemental (Employee-paid) life insurance, supplemental (Employee-paid) spouse life and supplemental (Employee-paid) dependent coverage will be continued during periods of Disability with a waiver of

employee premiums, provided the employee remains disabled under the terms of the long-term disability plan.

- 7) Accidental and Dismemberment Insurance coverage cannot (by insurance policy provisions) be extended for periods of disability or unpaid Union leave.
- 8) Retiree (Company-paid) Life Insurance of a **\$12,500** lump sum death benefit will be provided for employees **who retire after the effective date of this agreement. Employees who retired between August 26, 2006 and April 26, 2024 will maintain a \$10,000 lump sum death benefit. Employees who retired prior to August 26, 2006 will maintain a \$5,000 lump sum death benefit.**
- 9) Business travel accident insurance will be provided to Company employees traveling on approved Union business.
- 10) **The Company will continue to offer Employee – paid Child Life Insurance options. Effective January 1, 2025, Child Life Insurance (Employee – paid) levels will be \$10,000, \$15,000, and \$20,000. Premium rates are set by the vendor and subject to change annually.**
- 11) **The Company will continue to offer the current Supplemental Spouse Life Insurance (Employee-paid) options. Effective January 1, 2025, Supplemental Spouse Life Insurance coverage ends at age 80, provided the company’s vendor offers coverage. Premium rates are set by the vendor and subject to change.**

#### **Employee Retirement 401(k) Saving Plan**

The Company will continue to provide the current Daimler Truck North America LLC UAW Retirement Savings Plan (401(k) Plan) for UAW-represented employees, subject to the following revisions:

1. Compensation will include all Cost-of-Living Allowances, if applicable, for purposes of Employee and Company matching contributions.
2. The loan transaction maximum will be two (2) loans at any given time.
3. A \$75.00 loan fee will be charged to an Employee for an approved and completed loan transaction from a member's account balance.
4. Increase the maximum employee pre-tax contributions to the full amount permitted under federal law.
5. The current Company contribution of four percent (4%) on six percent (6%) will be continued during the term of this contract.
6. The Company may, at its option, establish a freestanding Plan containing all of the above agreed-upon features for UAW-represented employees.
7. The Daimler Truck North America LLC UAW Retirement Savings Plan (401(k) Plan) will remain in full force and effect for the duration of the Collective Bargaining Agreement of which it is a part. Any amendments to the Plan during the term of the Collective Bargaining Agreement must be made by mutual consent of the Company and the Union.
8. Employees on layoff, approved leaves of absence or who are retired will be allowed to establish new loans, repay outstanding loans, take partial withdrawals and manage their accounts under the terms and conditions established by **the 401(k) Recordkeeper**.
9. Employees will be provided the options to make direct deposits, loan payments, hardship withdrawals or in-service withdrawals.

10. Employees returning from layoff and/or leave status who were previously “automatically” enrolled return to the deferral percentage rate in place prior to layoff and/or leave.
11. Effective January 1, 2025, all new hire employees who do not make an employee contribution election under the plan, will be automatically enrolled in the Daimler Truck North America LLC UAW Retirement Savings Plan (401(k) Plan) at 6% of regular pay and deposited into the 401(k) Plan. Automatic enrollment begins upon employee eligibility to participate in the 401(k) Plan.
12. Effective January 1, 2025, all new hire employees who are automatically enrolled in employee regular pay deferrals will have their employee contributions escalate 1% annually to a maximum of a 9% contribution to the 401(k) Plan. Also effective January 1, 2025, employees currently in automatic escalation will adopt the final employee contribution target of 9% of regular pay. Participants have the right to opt out of automatic escalation at any time.
13. Effective January 1, 2025, all active employees on this date will be made fully vested in their employer match contributions in the 401(k) Plan. Any new hires following this one-time, 100% vesting activity will follow the vesting provisions as defined by the 401(k) Plan document.
14. The Company will provide an annual 401(k) lump sum contribution in lieu of retiree medical in an amount of \$950. To be eligible for the lump sum contribution, employees must be hired after April 9, 2010, have at least one year of service as of December 31 preceding the annual funding date and not be on long-term disability on the last day of the calendar year. Eligible employees also include those on short-term disability, military leave, or paid parental leave. Employees with at least one year of service and on layoff for less than six months or Workers Compensation for less than six months as of December 31 preceding the annual funding



date will also be eligible for the lump sum. The first funding of the lump sum contribution will be completed prior to April 30, 2026 for the eligibility date of December 31, 2025. Funding will continue annually and be funded prior to April 30 for the preceding December 31 eligibility date. Employees who terminate employment subsequent to December 31, but prior to the funding date will not receive the lump sum contribution. The lump sum contribution source has a 5-year graded vesting schedule equal to the employer match contribution vesting schedule.

The Company and the Union will work jointly to implement administrative processes in accordance with the 401(k) recordkeeper procedures and system requirements.

## **Part I: STD Benefits**

Your eligibility for coverage begins on your completion of one year of active employment. Employees must be actively at work on or after attaining one year of seniority.

### **Waiting Period**

The waiting period before Plan benefits may begin is seven (7) consecutive calendar days of medically certified absence from work, commencing with the first day of disability. Any paid time you have accrued at the time of the disability may be utilized during the waiting period. If an employee works less than eight (8) hours and qualifies for Short Term Disability, this partial workday will be considered as the first day of the seven (7) day waiting period.

There should be no interruption of the waiting period because of paid days from independently established benefits such as paid holidays. In other words, holidays should be counted toward the satisfaction of the seven (7) consecutive calendar day waiting period.

Independent benefits such as paid sick leave, PTO, holidays, vacations, jury duty pay, or any other paid days for the time not worked will not interrupt or extend the seven (7) day waiting period. Moreover, where

“paid days” occur during a seven (7) day waiting period, there will be no pyramiding of independent benefits (for example, vacation pay plus paid sick leave or holiday pay plus paid sick leave).

Employees who are off on worker’s compensation will have the option to supplement worker’s compensation benefits with annual short-term disability paid days, if available.

### **Eligibility Ends**

The coverage of any Covered Employee shall terminate on the occurrence of the earliest of the following events:

- You are no longer disabled
- The end of the 182 days
- When a formal layoff notice is issued, individuals who are on Short Term Disability will remain on disability in accordance with the guidelines in effect at the onset of such disability. Short Term Disability claims initiated after such notice will transition to lay off status consistent with their seniority date unless such claim was scheduled in advance of such notice or is the result of accident or onset of a critical illness.
- Termination of active employment by the Company;
- The Retirement Date, which means the date of a Covered Employee’s retirement under the Daimler Truck North America LLC UAW Pension Plan.

### **Definition of Disabled**

A Covered Employee will be considered disabled for purposes of STD benefits only if the Covered Employee is all of the following:

- Continuously disabled by sickness, injury, or pregnancy;
- Under the regular treatment of a legally licensed physician, which means a medical doctor (MD), physician’s assistant (PA),

chiropractor (DC), or osteopathic physician (DO) nurse practitioner (NP)

- For purposes of the plan a Healthcare Provider is defined as a person who; (i) is legally licensed to practice medicine; (ii) is not related to the employee by blood or marriage; and (iii) is providing care and treatment within the scope of his/her license. For the purpose of disability related to normal pregnancy or childbirth, a midwife, a nurse-midwife duly and acting within the scope of his/her practice is a qualified practitioner;
- For purposes of the plan, Appropriate Care and Treatment is defined as treatment consistent in type, frequency and duration with relevant guidelines of national medical, research and healthcare coverage organizations and governmental organizations and agencies.
- There is Objective Medical Evidence to substantiate your Disability.
- For purposes of the plan, Objective Medical Evidence has been met if the claimant has submitted a medical demonstration of anatomical, physiological, or psychological abnormalities manifested by signs or laboratory findings, apart from the claimant's perception of his or her mental or physical impairments. These signs are observed through medically acceptable clinical techniques such as medical history and physical examination. Laboratory findings are manifestations of anatomical, physiological, or psychological phenomena demonstrated by chemical, electrophysiological, roentgenological or psychological tests.
- After ninety (90) days, employees being treated for a condition by a healthcare provider whose area of training or certification is not specific to the condition being treated may be required by the Claims Administrator to see a specialist for continued certification; and

- Unable to perform the duties of his or her occupation with the Company.

It is not necessary to be confined at home or in the hospital to receive benefits under the Plan. However, to continue receiving benefits you must furnish proof of your disability whenever requested by the Plan Administrator or the Claims Administrator

You will be deemed to be under the regular treatment of a legally licensed physician if you are under treatment for alcohol or drug abuse in an inpatient residential, day treatment, or outpatient substance abuse facility approved for benefits under the Company's health plan and you furnish the Company with certification of disability provided either by the facility's physician director or by a physician consultant selected by the facility, based on information furnished by and upon the recommendation of, the therapist who is supervising your therapy. For such certification to be acceptable, the physician or physician consultant providing it must be a licensed MD or DO.

You will be deemed to be disabled for purposes of receiving STD benefits if you become confined as a registered bed patient in a legally constituted hospital for undergoing testing to determine your suitability to be a donor for an organ or tissue transplant and are otherwise eligible for such benefits.

### **STD Benefit Formula**

A Covered Employee who becomes disabled will receive weekly STD benefit payments equal to seventy percent (70%) percent of wages, subject to the Benefit Offsets described in Part III below.

### **Maximum Period Payable**

The period for which a Disabled Covered Employee may receive STD benefits under the Plan cannot exceed a maximum period payable, as defined below. No benefit shall be paid for the period prior to the expiration of the waiting period or for the period after completion of the maximum period payable.

The maximum period payable an employee is eligible to receive STD benefits is 182 calendar days from the date of Disability.

### **Benefits for More than One Absence/Relapse**

If you return to work after receiving STD benefits for less than 182 days, and you are then absent again within ninety (90) days after your return for the same or a related reason, the seven (7) day waiting period will not apply and you may begin receiving STD benefits beginning with the day of your absence for the remainder of the 182 days.

If a second absence results from an unrelated sickness or injury once you return to work, a new STD claim will be established with a new seven (7) day waiting period.

If there are ninety (90) days or more between two (2) periods of disability and you return to work for at least seven (7) days in that ninety (90) day period, the second period of disability will be deemed to be from a different disability unrelated to the cause of the first period of disability. In that case, a new seven (7) day waiting period will apply before you begin to receive STD benefits.

If while receiving STD benefits, you suffer from an additional disability distinct from the disability for which you originally qualified for STD benefits, the total period of STD benefits will in no case exceed 182 days from the onset of your original disability. At that time, you may transition to LTD benefits, even though your original disability may have resolved and the unrelated disability causes your transition to LTD benefits. You will not be required to apply for Social Security Disability Insurance benefits until the condition putting you onto LTD benefits has lasted at least six (6) months.

### **Applying for STD Benefits**

Notice of sickness or injury must be given to the Claims Administrator within **fifteen (15)** days of the date of the commencement of disability. You have twenty (20) calendar days to provide proof of disability once claim is submitted.

## **Part II: LTD Benefits**

Your eligibility for coverage begins on your completion of one (1) year of active employment. Employees must be actively at work on or after attaining one year of seniority.

### **Waiting Period**

The waiting period before LTD benefits may begin is 182 calendar days of medically certified absence from work, commencing with the approved STD start date.

### **Eligibility Ends**

The coverage of any Covered Employee shall terminate on the occurrence of the earliest of the following events:

- The employee is no longer disabled;
- Termination of the Employee's active employment by the Company; or
- The Covered Employee's Retirement Date.

### **Definition of Disabled**

An employee will be considered Disabled for purposes of LTD benefits only if the Covered Employee is:

- Wholly and continuously disabled by sickness or injury;
- Under the regular care and attendance of a Legally Qualified Physician, meaning a medical doctor (MD) or osteopathic physician (DO) licensed by the recognized licensing authority of the state in which he or she practices and acting within the scope of his or her license;
- There is Objective Medical Evidence to substantiate your Disability.
- For purposes of the plan, Objective Medical Evidence has been met if the claimant has submitted a medical

demonstration of anatomical, physiological, or psychological abnormalities manifested by signs or laboratory findings, apart from the claimant's perception of his or her mental or physical impairments. These signs are observed through medically acceptable clinical techniques such as medical history and physical examination. Laboratory findings are manifestations of anatomical, physiological or psychological phenomena demonstrated by chemical, electrophysiological, roentgenological, or psychological tests; and

- For the first ninety one (91) days from the end of the LTD waiting period, wholly and continuously disabled as a result of any sickness or injury so as to be prevented from performing any and every duty of the Covered Employee's occupation, and after the end of those ninety one (91) days, wholly and continuously disabled as a result of any sickness or injury so as to be prevented from performing any and every duty of any occupation, except as provided below for Release with Restrictions.
- Your Disability is certified by a Healthcare Provider.

For purposes of the plan a Healthcare Provider is defined as a person who; (i) is legally licensed to practice medicine; (ii) is not related to the employee by blood or marriage; and (iii) is providing care and treatment within the scope of his/her license. For the purpose of disability related to normal pregnancy or childbirth, a midwife, a nurse-midwife and a nurse practitioner duly license and acting within the scope of his/her practice is a qualified practitioner.

You will be deemed to be under the regular treatment of a legally licensed physician if you are under treatment for alcohol or drug abuse in an inpatient residential, day treatment, or outpatient substance abuse facility approved for benefits under the Company's health plan and you furnish the Company with certification of disability provided either by the facility's physician director or by a physician consultant selected by the facility, based on information furnished by and upon the

recommendation of, the therapist who is supervising your therapy. For such certification to be acceptable, the physician or physician consultant providing it must be a licensed MD or DO.

It is not necessary to be confined at home or in the hospital to receive benefits under the Plan. However, to continue receiving benefits you must furnish proof of your disability whenever requested by the Plan Administrator or the Claims Administrator.

**LTD Benefit Formula**

A Covered Employee who becomes disabled will receive monthly LTD payments equal to sixty six and two-thirds (66 2/3%) percent of wages, except as provided below for Release with Restrictions and subject to the Benefit Offsets described in Part III below.

**Maximum Period Payable**

The period for which a Disabled Covered Employee may receive LTD benefits under the Plan cannot exceed a maximum period payable, as defined below. No such benefit shall be paid for the period prior to the expiration of the waiting period or for the period after completion of the maximum period payable.

The maximum period payable for LTD is the period beginning on the first day following the last day of the waiting period and ending with a date determined on the basis of your seniority (only applies to those with a date of disability under the 2010 contract; see Appendix A for DOD's prior to January 1, 2011) and your age on your Date of Disability, or DOD, as provided in the table below. Date of Disability means the date on which you are first unable to perform the duties of your occupation due to sickness or injury. Seniority is credited in accordance with your Bargaining Agreement. Time for time in the table means a period equal to your seniority.



	Under 61 at DOD	61 to 67 at DOD	68 or Older at DOD
<b>12 months to less than 10 years</b>	Earliest of: time for time, your death, your retirement date, your 65th birthday, date the plan terminates	Earliest of: time for time, your death, your 70th birthday, the 60th month following the month LTD started, your retirement date, date the plan terminates	Earliest of: time for time, your death, two years after your date of disability, your retirement date, date the plan terminates
<b>10 or more years</b>	Earliest of: your death, your retirement date, our 65th birthday, date the plan terminates	Earliest of: your death, your 70th birthday, the 60th month following the month LTD started, your retirement date, date the plan terminates	Earliest of: your death, two years after your date of disability, your retirement date, date the plan terminates

## **For Dates of Disability on or after January 1, 2011**

### **Release with Restrictions**

If you qualify for LTD benefits and are subsequently found to be physically able to work, yet continue to be unable to work for the Company as a result of documented medical restrictions, your LTD benefit will be reduced to fifty (50) percent of your wages. The reduction will take effect beginning with the month following the month of such finding. The reduced LTD benefit will continue for the remainder of your Maximum Benefit Duration, subject to the following:

- (a.) Effective in accordance with the effective dates listed in Appendix A, if you have less than ten (10) years but more than one (1) year of seniority, once you are found to be physically able to work as described above and beginning with the month following the month of such finding, the benefit amount payable will be reduced to fifty (50) percent of pre-disability pay and will continue for a period equal to your seniority (or the normal LTD benefit end date above, if earlier) and beginning with the start date of your LTD benefits. Upon the conclusion of that period, you will have been deemed to have lost seniority and your employment will be terminated.

(b.) If you have ten (10) or more years of seniority, beginning with the month following the month that you are found to be physically able to work, the benefit amount payable will be reduced to fifty (50) percent of pay and will continue until the end of your LTD benefit period.

(c.) If you are described in paragraphs (a) or (b) and you are awarded a Social Security Disability Insurance Benefit (or DIB) with an award effective date after the date when you were found physically able to work, your benefit amount payable will increase to 66 2/3 percent beginning with the month after the DIB award date. The benefit will be offset by the DIB benefits as described in Part III. The length of benefits eligibility will remain as stated in paragraphs (a) and (b).

(d.) If you are described in paragraphs (a) or (b) and you are awarded DIB with an award effective date prior to the date when you were found physically able to work, the reduction in your benefit amount to fifty (50) percent will be changed back to 66 2/3 percent on the date of the original reduction. The benefit offsets described in Part III will apply. The length of benefits eligibility will remain as stated in paragraphs (a) and (b).

(e.) During periods of disability described in paragraphs (a), (b), (c), or (d), you will remain eligible for the employee benefits that you are entitled to under the terms and conditions of your labor contract.

(f.) If you have a concurrent disability during the waiting period, your LTD benefit will not be reduced due to a release with restrictions until 182 days have elapsed since the onset of the later of your subsequent disabilities, even though you may have begun receiving LTD benefits before the expiration of that 182-day period in accordance with the treatment of concurrent disabilities for purposes of STD benefits.

## **Recurrent Disability**

If you cease receiving LTD benefits and, while a Covered Employee, suffer a recurrence of being disabled from the same or related cause or causes, the subsequent period of disability will be deemed a continuation of the prior period, unless six (6) months or more have elapsed between such periods, in which event the subsequent disability will be deemed to be a new disability subject to then applicable benefits and a new waiting period.

In other words, if you return to work for the Company after qualifying for LTD benefits and the same or a related disability recurs within the next six (6) months, your benefits under the Plan may resume as of the first day of your reoccurring disability if you are disabled. You do not have to satisfy another waiting period.

Successive periods of disability due to unrelated causes are considered to be separate periods of disability. There is a waiting period for each disability due to unrelated causes.

## **Applying for LTD Benefits**

Thirty (30) days prior to the end of the waiting period you will receive an LTD benefits application from the Claims Administrator. When you apply, you must submit written proof of your medical condition to the Claims Administrator. You and your Legally Qualified Physician will need to fully complete the application that will be sent to you by providing specific information about your medical condition, treatment and prognosis.

You will be asked to provide written proof to the Claims Administrator that you continue to be disabled.

As discussed below, you must also file an application for Social Security Disability Income benefits. You should apply for Social Security as soon as possible to allow sufficient time for your claim to be reviewed and processed. If you have any questions about applying for Social Security, contact your local SSA Office.

## **Part III: Provisions Applicable to Both STD and LTD Benefits**

### **Benefit Approval Ends**

Subject to the maximum period payable, your benefits under the Plan end on the earlier of the following:

- You cease to be disabled;
- You refuse to undergo an impartial medical examination within thirty (30) days following written notice by the Claims Administrator;
- You refuse to furnish information on your treatment and care within thirty (30) days following written notice by the Claims Administrator; or
- The date you are either no longer under the regular and continuous care and treatment of a qualifying medical professional, as required by the Plan, or you refuse to follow the treatment plan recommended by a qualifying medical professional.

### **Examination Requirement**

The Plan reserves the right to require you to undergo an independent examination or evaluation by a physician or vocational rehabilitation specialist chosen by the Plan as the Claims Administrator or Plan Administrator decides is necessary, both at the time a request for payment is made under the Plan and during the continuation of disability.

If the independent examiner finds that you are no longer disabled and that finding contradicts the finding of your treating physician, the matter may be referred to an Impartial Medical Examiner. Impartial medical examinations, scheduled by the Claims Administrator or Plan Administrator will not require selection of the physician by the Company and the UAW but rather will utilize an independent network for selecting the provider based on appropriate specialty and location subject to the following:

The opinion of such an examiner with respect to the existence of total disability as defined by the definitions contained herein, shall be final and binding upon the Company, the Union, the Carrier, and the employee.

Additionally, the Union and the Company agree to meet and review any claims by either party regarding findings favorable/unfavorable by a provider that appears to be biased in either direction.

The Carrier will encourage medical examiners to discuss their findings concerning a claimant's disability with the attending physician if there is a question as to the employee's ability to return to work.

A Certificate of Mailing will be obtained from the United States Postal Service whenever a notice is mailed to an employee advising such employee to report for a medical examination in accordance with the Plan. Additionally, Union Benefit Representatives will be notified of such mailings.

If you fail to undergo such an examination within 30 days of the Claims Administrator's or Plan Administrator's request, the Claims Administrator or Plan Administrator shall have discretion to terminate benefits.

### **Benefit Offsets**

Your STD benefits will be offset by benefits you may receive from other sources, such as:

- Any benefits from the Federal Insurance Contributions Act (Primary benefits and Dependents Social Security Disability Benefits), such as Social Security Disability Income (SSDI) benefits you or your dependents may be entitled to, including SSDI awards to your family members by virtue of your disabled status. Social Security DIB awards will not be reduced for children 18 years or older who qualify for Supplemental Social Security Income (SSI) benefits as long as they meet SSI benefits eligibility; and

- Benefits payable under any workers' compensation (including payment for rehabilitation and retraining institutes) or similar law.

Your LTD benefits will be offset by benefits you may receive from other sources, such as:

- Any wages, pension, or other compensation you may receive from the Company or a subsidiary or an affiliate of the Company;
- Income from any employer or self-employment;
- Any benefits from a governmental plan paying disability benefits;
- Disability benefits received from a group life or accident insurance policy;
- Any benefits from the Occupational Disease Act or Law;
- Effective April 1, 2011, military disability pay to the extent it is payable for the same or related illness or condition that gives rise to LTD benefits under the Plan; and

In order to receive the full amount of your benefits under the Plan, you must apply for these other benefits and diligently pursue your claims. Benefits will not be offset for amounts paid under a private or individual long-term disability policy, other than a no-fault automobile insurance policy.

### **Changes to the Benefit Offset Amounts**

Any amendments or changes in the disability insurance benefits under the Federal Insurance Contributions Act (Social Security) that result in an increase in amounts paid or payable to a Covered Employee and his or her dependents under such laws, and that become effective during any period in which benefits under the Plan are payable to a Covered Employee, will further reduce benefits under the Plan only to the extent that the total of all monthly disability benefits under the Plan and

specified Social Security payable to the Covered Employee exceed one hundred (100%) percent of the Covered Employee's monthly wages in effect on the date of the disability for which such benefits become payable.

### **Social Security Disability Benefits**

A Covered Employee who becomes disabled and is eligible to receive and receives STD and LTD benefits under the Plan is required to file a claim for federal disability benefits (under the Social Security Act) if the disability is expected to extend beyond the applicable waiting period under that act (unless the employee's physician completes a statement indicating they will return to work in twelve (12) months). You will be notified by the thirty first (31<sup>st</sup>) week after you become disabled of the eligibility requirements for Social Security Disability Insurance Benefits (DIB). The Disability Plan Administrator (currently Sedgwick) makes the services of a third party vendor (Allsup) available to assist an employee, on approved disability, in applying for SSDI benefits. Employees are required to use this vendor and agree to use its electronic overpayment recovery program. Their LTD benefits will not be offset by estimated SSDI until they receive notification of approval from the Social Security Administration. The Disability Plan Administrator will refer the claim to the third party vendor (Allsup) by the thirty first (31<sup>st</sup>) week. The employee must complete and return the required authorization paperwork with the third party vendor (Allsup) by the thirty-ninth (39<sup>th</sup>) week to avoid the presumed offset. This requirement will apply to employees that transition to LTD on or after the ratification date. The employee continues to be required to sign and return the reimbursement agreement by the thirty third (33<sup>rd</sup>) week to avoid the presumed offset.

You will not be responsible for the cost of such representation (Allsup), but failure to comply with reasonable requests from the organization in a timely manner in conjunction with its representation of you will result in your LTD benefits being offset by the amount of your presumed DIB.

If you are awarded DIB with a retroactive award date, you must repay any overpayment of LTD benefits that result from the retroactive award. The

amount of the overpayment will be calculated based on the actual amount of the DIB award.

Any cost-of-living increases in your Social Security benefits will not reduce your benefits under the Plan until the total of all monthly Social Security benefits and STD and LTD benefits are more than one hundred (100%) percent of your pay in effect on the date you became disabled.

It is important to note that approval of a claim by the SSA does not in and of itself qualify you for benefits under the Plan. Approval of benefits under the Plan is at the Plan Administrator's sole discretion subject to all Plan provisions in effect.



# Appendix A

The following tables set out the Maximum Period Payable for claims approved for full disability prior to January 1, 2011, by location:

Locals 5285, 5286, 3520 — Mt. Holly, Gastonia, and Cleveland

End Date if Fully Disabled			
If Date of Disability (DOD) is prior to 4/19/10			
Seniority	Under Age 61 at DOD	Age 61 to 67 at DOD	Age 68 or Older at DOD
12 months to less than 2 years	Up to 2 months for each full month of service	Up to 2 months for each full month of service	Up to 2 months for each full month of service
2 or more years	Earlier of: your death, your retirement date, your 65th birthday, the date the plan terminates	Earlier of: your death, your 70th birthday, the 60th month following the month LTD started, your retirement date, the date the plan terminates	Earlier of: your death, two years after your disability began, your retirement date, the date the plan terminates

End Date if Fully Disabled			
If Date of Disability (DOD) is on or after 4/19/10			
Seniority	Under Age 61 at DOD	Age 61 to 67 at DOD	Age 68 or Older at DOD
12 months to less than 10 years	Earlier of: time for time, your death, your retirement date, your 65th birthday, the date the plan terminates	Earlier of: time for time, your death, your 70th birthday, the 60th month following the month LTD started, your retirement date, the date the plan terminates	Earlier of: time for time, your death, two years after your disability began, your retirement date, the date the plan terminates
10 or more years	Earlier of: your death, your retirement date, your 65th birthday, the date the plan terminates	Earlier of: your death, your 70th birthday, the 60th month following the month LTD started, your retirement date, the date the plan terminates	Earlier of: your death, two years after your disability began, your retirement date, the date the plan terminates

End Date if Released With Restrictions That Can't be Accommodated (The replacement of the Bridge Benefit)			
If out on approved disability on or after 08/26/06 (Mt Holly), 4/01/07 (Gastonia), 05/04/07 (Cleveland). Those on Bridge on the referenced date were changed to 50% on the first of the month following that date and subject to the length provisions below.			
Seniority	Under Age 61 at DOD	Age 61 to 67 at DOD	Age 68 or Older at DOD
12 months to less than 10 years	Earlier of: time for time, your death, your retirement date, your 65th birthday, the date the plan terminates	Earlier of: time for time, your death, your 70th birthday, the 60th month following the month LTD started, your retirement date, the date the plan terminates	Earlier of: time for time, your death, two years after your disability began, your retirement date, the date the plan terminates
10 or more years	Earlier of: your death, your retirement date, your 65th birthday, the date the plan terminates	Earlier of: your death, your 70th birthday, the 60th month following the month LTD started, your retirement date, the date the plan terminates	Earlier of: your death, two years after your disability began, your retirement date, the date the plan terminates

During periods of disability as outlined in Appendix A employees will remain eligible for the employee benefits for which they are entitled to under the terms and conditions of the labor contract.

The following process will be used when an employee returns to work and owes DTNA due to an overpayment on the Disability Plan. Payroll will establish the offset amount to ongoing weekly payroll based on a forty (40) hour work week after all required taxes and deductions and twenty five percent (25)% of this net pay amount would be the established

weekly offset. Any deductions from active payroll or disability payments will not exceed twenty five percent (25%) of net pay unless mutually agreed to. The deduction would begin on the first check processed once the overpayment information is received from Sedgwick. Deductions will continue on a weekly basis until overpayment is fully recovered. If the employee prefers a larger amount collected from ongoing paychecks that can be arranged with Payroll.

Plan documents will be amended upon ratification to reflect these changes. Should unanticipated issues arise during the implementation of this letter; the parties agree a good faith effort will be made towards a mutually satisfactory resolution.

## **Pension Benefits**

1. Daimler Truck North America LLC will continue the existing Plan which will be administered by the Freightliner Investment Committee in accordance with the Plan and Master Retirement Trust documents. Daimler Truck North America LLC will continue to fund the Plan on an ongoing basis as is necessary to ensure that the minimum funding requirements under federal regulations are met.
2. Daimler Truck North America LLC will manage and administer the existing Plan. A Bargaining Unit Representative shall be entitled to participate in the dispute resolution process as described in Attachment C-4. All investment management shall remain exclusively under Daimler Truck North America LLC's authority.
3. All Daimler Truck North America LLC UAW employees who have retired from the following locations will be covered by the negotiated Plan since the dates listed below:
  - Mt Holly Truck Manufacturing Plant - April 16, 1990

- Gastonia Components and Logistics Plant - January 29, 2003
  - Cleveland Truck Manufacturing Plant - March 20, 2003
  - Atlanta Parts Distribution Center - January 25, 2004
  - Memphis Parts Distribution Center - July 2, 2005
  - Thomas Built Buses - October 9, 2005
4. Daimler Truck North America LLC and the UAW will nominate certain members to participate in a joint Daimler Truck North America LLC/UAW Benefits Study Group, such group to be responsible to research and recommend various benefit alternatives within the existing cost structure of the Plan and be responsible for activities specified in the Labor Agreement.
  5. Credited and vesting service will be granted for periods of disability, provided the employee remains disabled under the terms of the long-term disability plan, and during periods of Union leave which are granted in accordance with Article 14.
  6. Pension service credit will be computed from date of hire for all employees.
  7. Employees who complete an application for retirement will be allowed to schedule and use unused vacation and/or accrued sick time, up to a maximum of ninety (90) days prior to the retirement date, subject to the terms and conditions of the Vacation, Sick Leave and Pension Plan provisions of the Labor Agreement. Alternatively, they may elect to receive a lump sum payment with their final pay check.
  8. Change the eligible distribution language under the Pension Plan to eliminate distributions from the Plan in the event of layoff. In an effort to ensure employees maximize their potential pension benefits, pension distributions (or

“payouts”) for eligible employees will only be allowed at the time that an employee is terminated or no longer eligible for recall. This change will be effective January 1, 2019 or as soon as administratively possible.

9. An additional contingent annuity with payments continued to the contingent annuitant at 75 percent (75%) will be added to the Plan in addition to the existing contingent annuities with payments continued in full one hundred percent (100%) or at fifty percent (50%) options. The plan will be amended accordingly.

Additionally, the default form of benefit will be changed to a contingent annuity with payments continued to the contingent annuitant at fifty percent (50%). Changes are effective January 1, 2019 or as soon as practicable in accordance with applicable law.

#### **ATTACHMENT C-4**

#### **DISPUTE RESOLUTION PROCEDURE-PENSION PLAN**

Daimler Truck North America LLC agrees that a Dispute Resolution Board be established, consisting of one (1) managerial employee selected by the Company and one (1) UAW member selected by the Union.

This Board shall be empowered to:

1. Receive disputed cases and appeals from individual employees, limited to questions of Pension Plan eligibility, construction of credited and/or vesting service, and benefit calculations. Such disputed cases and appeals must be submitted to the Board in writing.
2. Establish appropriate procedures for reviewing disputed cases and appeals.

3. Consider and recommend methods of communicating with and furnishing information to employees regarding the Pension Plan.
4. Resolve disputed cases in accordance with then-existing Pension Plan provisions. The Board may not alter or amend the provisions of the Pension Plan.

If the Board cannot agree on resolution, an impartial Arbitrator may be selected in accordance with the rules of the American Arbitration Association, who shall consider the case and relevant facts and resolve the dispute. The impartial Arbitrator must not alter or amend the provisions of the Pension Plan, basing the resolution solely on the then-existing provisions of the Plan and the facts presented. The decision of the Arbitrator is binding on all parties.

The fees and expenses of the Arbitrator shall be paid one-half by the Company and one-half by the Union.

No ruling or decision by the Board or the Arbitrator in one case shall create a basis for a retroactive adjustment in any other case prior to the date of written filing of each such specific claim.

- The Board shall be furnished with a copy of the following documents on an annual basis:
  - Form 5500;
  - The Actuarial Valuation;
  - The Trustee Report;
- A census report for all active UAW employees, which will show credited and vesting service, date of birth, date of hire, date vested, current wage rate, and any other indicative data that should be reasonably requested by the Union;
- A census report for all retired UAW employees which will show date of retirement, benefit option elected, monthly

benefit payment amount, and any other indicative data that should be reasonably requested by the Union; and

- Any other financial plan data requested by the full Board.

The above procedures shall apply in principle, but are subject to modification by the parties in their specifics as may be necessary for their incorporation in or coordination with Plan language and administrative procedures.

### **GENERAL, APPLIED TO ALL OF ATTACHMENT C**

1. Future changes in the plans, with the exception of the following categories, will be subject to the approval of the Bargaining Unit Representative, which approval may not be unreasonably withheld or unreasonably delayed:
  - Those changes heretofore mentioned, or contained in specifically mentioned Attachments or Exhibits;
  - Legal changes which affect the benefit structure and over which Daimler Truck North America LLC has no control;
  - Selection of insurance provider; and
  - Investment management of any trusts.
2. The new plans, or their interpretation, will not be subject to the grievance or dispute resolution procedure of any Collective Bargaining Agreement.
3. The Plans, and the changes embodied in the plans, will be effective for the term of the Collective Bargaining Agreement.
4. The Joint Benefits Committee referenced in the Labor Contract (Letter of Understanding) will be involved as set forth in the Agreement between the parties.

The foregoing meets the common understanding of both parties.



## **LETTER OF UNDERSTANDING ARBITRATION GUIDELINES**

This will confirm the Arbitration Procedures agreed to between the Company Daimler Truck North America (DTNA) and the International Union, UAW. The understandings are:

- 1) Hearings on cases shall be held at the facility or location from which the case arose. However, this does not preclude the parties from holding a hearing or hearings at other locations where, in appropriate cases, and for reasons of convenience and economy, it may be desirable to hold a hearing at another location.
- 2) Witnesses will be sworn.
- 3) Court reporters may be used at the discretion of either party.
  - The party requesting a court reporter shall bear the costs and expenses of the court reporter unless both parties make the request and, if so, the parties will split the cost.
  - Transcripts will be paid by the party ordering the transcripts.
- 4) Full disclosure of all documents, positions, evidence and witness lists will be completed no less than ten (10) business days (Monday through Friday) prior to the established arbitration date (in person or combination of computer/phone).
- 5) Minutes of review hearing are inadmissible at arbitration.
- 6) External documents (except for the impeaching portion thereof: such as transcripts of Unemployment Compensation hearings) will not be permissible as evidence, but may be used orally for the purpose of impeaching a witness.
- 7) No unaccepted settlement offer whether on the case to be heard or on other cases is admissible.
- 8) The parties prefer using a pre-hearing brief.

- In the event the Arbitrator requests the parties or either party to submit additional information, this will be done by way of a post-hearing brief.

9) Either side can exclude persons not appropriately present at the hearing as these hearings are private affairs to be conducted by the Company and the Union.

There may be areas of potential dispute that are not reflected in this letter. With respect to those areas, the parties will meet to mutually resolve the issue at hand.

## **LETTER OF UNDERSTANDING ATTENDANCE BONUS PROGRAM**

### **A. Objective**

The objective of the program is to improve attendance.

### **B. The Program**

The program is designed to provide quarterly payments to employees based on the achievement of individual attendance targets.

Each eligible employee who meets their individual attendance targets will receive a payment of \$400.00 per quarter. Employees who fail to meet their individual attendance goal will not be eligible for consideration of any payment. Employees who achieve the maximum number of hours credited will receive an additional \$50.00 bonus payment.

Payments will be paid to employees meeting the requirements as defined in Section E by the last pay period of April (Q1 results), July (Q2 results), October (Q3 results), and January (Q4 results).

### **C. Definitions**

- 1) Hours available in the performance period - all regular and holiday hours (does not include overtime).

- 2) Credited time – all straight-time hours (does not include overtime) in which an employee receives a contractually required payment for hours worked, as well as, hours covered by Vacation, Bereavement, Jury Duty, Holiday, Paid Sick time, Short-term Military, and PTO.
- 3) Non-credited time includes - any time that is coded as chargeable hours under ACP, as well as, all **approved** STD/LTD time, Long-term Military Leave, FMLA (unpaid), and Workers Compensation Leave (see full listing).
- 4) Eligible Employees – All Bargaining Unit employees who have completed the initial probation period as defined in Article 5, Section 1 and who are actively working at time of distribution. Individuals will be eligible for payment provided they have seniority as of the date of any quarterly payment or they retired prior to the date of distribution.

#### D. Effective Date

The program shall become effective July 1, **2024**.

#### E. Program Guidelines

Quarterly qualification for the program is established when an eligible employee reaches the required amount of hours credited in the quarter (see Appendix B). Once the eligible employee meets the attendance threshold they are eligible for a \$400.00 payment.

Attendance: In order to achieve the payment of \$400.00 each employee must work the minimum number of hours listed in Appendix A in said quarter. Employees who achieve the maximum number of hours credited will receive an additional \$50.00 bonus payment. Employees will not earn credit for any hours that are classified as non- credited time (see Appendix B).

## Appendix A

### Quarterly Minimum Required Hours Credited

<u>2024 Q2</u>	<u>April – June</u>	<u>514 of 520</u>
<u>Q3</u>	<u>July – Sept</u>	<u>522 of 528</u>
<u>Q4</u>	<u>Oct – Dec</u>	<u>522 of 528</u>
<u>2025 Q1</u>	<u>Jan – March</u>	<u>506 of 512</u>
<u>Q2</u>	<u>April – June</u>	<u>514 of 520</u>
<u>Q3</u>	<u>July – Sept</u>	<u>522 of 528</u>
<u>Q4</u>	<u>Oct – Dec</u>	<u>522 of 528</u>
<u>2026 Q1</u>	<u>Jan – March</u>	<u>506 of 512</u>
<u>Q2</u>	<u>April – June</u>	<u>514 of 520</u>
<u>Q3</u>	<u>July – Sept</u>	<u>522 of 528</u>
<u>Q4</u>	<u>Oct – Dec</u>	<u>522 of 528</u>
<u>2027 Q1</u>	<u>Jan – March</u>	<u>506 of 512</u>
<u>Q2</u>	<u>April – June</u>	<u>514 of 520</u>
<u>Q3</u>	<u>July – Sept</u>	<u>522 of 528</u>
<u>Q4</u>	<u>Oct – Dec</u>	<u>522 of 528</u>
<u>2028 Q1</u>	<u>Jan – March</u>	<u>514 of 520</u>

## Appendix B – Hours

<u>Credited time</u>	<u>Non-Credited time</u>
All regular hours (does not include overtime) in which an employee receives a contractually required payment for hours worked, as well as any regular hours covered by Vacation, Bereavement, Jury Duty, Holiday, Paid Sick time, Short-term Military, and PTO.	Any time that is coded as chargeable hours under ACP as well as all <b><u>approved</u></b> STD/LTD time, Long-term Military Leave, FMLA (unpaid), and Workers Compensation Leave.

Cleveland & Mt. Holly	Gastonia	Atlanta & Memphis
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	Time Code	Description	Time Code	Description	Time Code	Description
Credited	APPRENLEAVE	Apprenticeship leave	APPRENLEAVE	Apprenticeship leave	BRV	Funeral Leave paid
	BRV	Funeral Leave paid	BRV	Funeral Leave paid	FHOL	Floating Holiday
	HOL	Holiday	HOL	Holiday	JURY	Jury Duty/Court Appearance
	JURY	Jury Duty/Court Appearance	JURY	Jury Duty	MILT	Short Term Paid Military Leave
	MILT	Short Term Paid Military Leave	MILT	Short Term Paid Military Leave	PTO	PTO
	PSICK	Sick Time - Personal (Current)	PSICK	Personal Sick Time	PSICK	Personal Sick Time
	PTO & PTOBANK	PTO	PTO & PTOBANK	PTO	SHUTDOWN & SHUTPARTIAL	Excused time shutdown/partial
	SHUTDOWN & SHUTPARTIAL	Excused time shutdown/partial	SHUTDOWN & SHUTPARTIAL	Shut Down/Temp Off	SICK	Sick/Casual Leave (paid)
	SICK	Sick/Casual Leave (paid)	SICK	Sick/Casual Leave (paid)	VAC	Vacation
	VAC & VACSINGLE	Vacation	SVAC	Sick time used as vac. Week		
			VAC & VACSINGLE	Vacation		
	UNION LEAVE PAID	Union Leave Paid	UNION LEAVE PAID	Union Leave Paid	UNION LEAVE PAID	Union Leave Paid

Cleveland & Mt. Holly		Gastonia		Atlanta & Memphis		
Time Code	Description	Time Code	Description	Time Code	Description	
Non-Credited	ABS	Full Day Off (LWOP)	ABS	Full Day Off (LWOP)	ABS	Full Day Off (LWOP)
	DAYOFINJURY	Day of Injury (Workers Comp)	DAY OF INJURY	Day of Injury (Workers Comp)	DAYOFINJURY	Day of Injury (Workers Comp)
	FMLA	Family Medical Leave	FMLA	Family Medical Leave	FMLA	Personal/Family Leave (unpaid)
	FMLA APPT	FMLA APPT	FMLA APPT	FMLA APPT	FMLA APPT	FMLA APPT
	FMLA PENDING	FMLA PENDING	FMLA PENDING	FMLA PENDING	FMLA PENDING	FMLA PENDING
	MED PEND	Pending STD	MED PEND	Pending STD	MED PEND	Pending STD
	MGR EXUNPD	Excused – Mgr approve (unpaid)	MGR EXCUSED	Excused – Mgr approve (unpaid)		
	PERSLEAVE	Personal/Family Leave (unpaid)	PERSLEAVE	Personal Leave of Absence	PERSLEAVE	Personal Leave of Absence
	STD70	Short Term Disability – 70%	STD70	Short Term Disability – 70%	STD70	Short Term Disability - 70%
	SUSP	Suspension (unpaid)	SUSP	Suspension (unpaid)	SUSP	Suspension (unpaid)
	TRDLTE	Tardy/leave early (unpaid)	TRDLTE	Tardy/leave early (unpaid)	TRDLTE	Tardy/leave early (unpaid)
	UNPMED	Med No Pay/Wait (unpaid)	UNPMED	Med Leave/1st 5 days no pay	UNPMED	Med No Pay/Wait (unpaid)
	UNVAC	Vacation Time – Unpaid	UNPVAC	Vacation Time – Unpaid	UNVAC	Vacation Time - Unpaid
	WKCOMP	Excused Ind. Leave	WKCOMP	Industrial Medical Leave-Paid	WKCOMP	Ind. Leave
	WKCOMP APPT	Ind. Leave Partial Day	WKCOMPAPPT	WC Appt. (See 1st Aid Dept)	WKCOMPAPPT	Ind. Leave Partial Day

## LETTER OF UNDERSTANDING ATTENDANCE CONTROL POLICY

The Company and the Union mutually agree that the Attendance Control Policy is a reasonable work rule. **Attendance Control Policy discipline will be issued within twenty (20) available working days of the triggering occurrence.**

An employee's regular attendance on the job is of vital importance for the efficient operation of our business. Disruption of established work schedules due to excessive absenteeism places a heavy burden on fellow employees as well as on the planning necessary to achieve production goals. In order to maintain acceptable standards of attendance and to provide for fair and consistent treatment of employees receiving corrective action for excessive absenteeism, the following Attendance Control Policy is effective upon ratification. The parties further acknowledge this policy is a reasonable work rule and corrective discipline will be imposed under the provisions of this Letter of Understanding.

### 1. Absences (Non-Chargeable):

Absences for the specific reasons listed below are not charged against the employee's attendance record:

1. Negotiated Paid Sick **Leave**
2. Short-Term Disability in Excess of Seven (7) Calendar Days
3. Approved Military Leaves of Absence
4. Holidays
5. Vacations
6. Jury Duty
7. Court Appearance (**only** as subpoenaed witness and not as a principal of court action itself)
8. Bereavement (as defined in the Agreement)
9. Time Lost due to Industrial Injuries or Illness
10. Layoff or Temporary Plant Closures / Shutdowns
11. Time Lost due to Plant Emergencies (power failures, bomb threat, tornadoes, etc.)

12. Disciplinary Suspensions
13. Approved Leave for Union Business
14. Approved Personal Leave of Absence
15. Medical Leave (minimum of 5 working days)
16. PTO (if employee has time available)
17. FMLA

## 2. Absences (Chargeable):

Absences for the following reasons will be charged against the employee's attendance record:

1. Casual Absenteeism
2. Tardy / Leave Early
3. Committed Overtime

Charges for the following situations will result in chargeable time until the employee reports their absence or tardiness to the Company.

Late call in with **Paid Sick Leave** available.

Late call in without **Paid Sick Leave** available.

Late call in for bereavement leave.

Late call in when an employee is going to be late.

Late call in for workers compensation injury.

Late call in for medical leave (first day only).

Exceptional circumstances will be reviewed by Management on a case-by-case basis.

Paid **Sick Leave** will automatically be paid from the absentee call in system.

## 3. Procedure:

- A. The program will be administered on a continuous twelve (12) month basis beginning on the date of the employee's first chargeable occurrence. All chargeable time associated with absences, tardies, and leave earlies will be accumulated over a twelve (12) month period. On the anniversary of the day in which an absence occurred, it will be subtracted from the employee's total. For example, if an employee was absent on



December 1, January 3, and May 8, he would have a total of twenty-four (24) charged absent hours on May 9. If no additional time was accumulated by December 2 of the following year, his chargeable hour total would be reduced to sixteen (16) hours to reflect the subtraction of the eight (8) hours assessed on December 1 of the previous year. It is further understood that chargeable time discipline steps will be administered each time they are crossed.

B. The Corrective Disciplinary Steps are as follows:

- 20 Hours - Written Warning
- 30 Hours - Final Warning
- 40 Hours = Termination

It is understood that all steps (written warning and final warning) must be issued before an employee can be terminated. A final written warning must be documented prior to termination for employees in excess of forty (40) hours chargeable time.

C. Tardiness or Leave Early:

Tardiness and leave early occurrences will be charged against the employee's attendance record. In addition, tardy and leave early occurrences will result in corrective discipline based on the following:

A Guidance and Counseling will be issued when an employee has two (2) or more occurrences in a thirty (30) day calendar period.

Two (2) additional occurrences in a thirty (30) day calendar period (within a twelve (12) month revolving period) will result in a written warning.

Two (2) additional occurrences in a thirty (30) day calendar period (within a twelve (12) month revolving period) will result in a final warning (in lieu of suspension).

Two (2) additional occurrences in a thirty (30) day calendar period (within a twelve (12) month revolving period) may result in termination.

#### 4. Chronic Attendance Program:

The purpose of the Chronic Attendance Program is to identify and review an employee whose attendance records identify habitual patterns of abuse.

##### A. Guidelines:

1. An employee with twenty-four (24) hours or more of chargeable time under the current Attendance Control Program and an average of twenty-four (24) hours of chargeable time annually would be considered Chronic and therefore subject to placement in the Chronic Attendance Program and Final Written Warning.
2. Average annual chargeable time will be calculated by taking the total hours of charge time the employee has accrued in the last three (3) years (1095 days) of active employment divided by three (3). For example: An employee with seventy-eight (78) total hours of chargeable time in the previous 1095 days would have an average of twenty-six (26) hours of charge time annually over that period.
3. Employees with less than three (3) years of active service with the Company will have their average annual chargeable time calculated and annualized based on their total active time of employment based on the following formula:

$$(\text{Total chargeable hours} / \text{Total active service time}) \times 365 = \text{Average annualized charge time}$$

For example: An employee with sixty (60) total hours of chargeable time with only 790 days of active employment would have:

$$(60 / 790) \times 365 = 27.72 \text{ hours of average annualized charge time}$$

4. An employee with twenty-four (24) hours or more of chargeable time under the current Attendance Control Program and at least fifty percent (50%) of the chargeable time in the past three (3) years of active employment (or

total active time of employment is less than three (3) years) occurring on Mondays and Fridays would be considered Chronic and therefore subject to placement in the Chronic Attendance Program and Final Written Warning.

5. An employee with twenty-four (24) or more hours of chargeable time and has been in the Chronic Attendance Program during the last three (3) years of active employment would be considered Chronic and therefore subject to placement in the Chronic Attendance Program and Final Written Warning.
6. An employee with six (6) or more tardy/leave early occurrences in a rolling twelve (12) month period of active employment and average six (6) or more tardy/leave early occurrences in the last three (3) years of active employment would be considered Chronic and therefore subject to placement in the Chronic Attendance Program and Final Written Warning.
7. Employee with less than three (3) years of active employment that reach or exceed an average of six (6) tardy/leave early occurrences and average six (6) tardy/leave early occurrences annually based on the following formula:

$$(\text{Total number of tardy/leave early events} / \text{Total active service days}) \times 365$$
$$= \text{Average annualized tardy/leave early events.}$$

For example: An employee with fifteen (15) tardy/leave early occurrences with 820 days of active employment would have:

$$(15 / 820) \times 365 = 6.67 \text{ average annualized tardy/leave early events}$$

#### B. Program:

Once an employee has been placed in the Chronic Attendance Program they will remain in the program for a period of six (6) months of active

employment. While in the program, the employee will be subject to the following:

1. Any FMLA leave will be taken concurrently with any paid leave the employee is entitled to.
2. Will not be eligible for job bids.
3. Will not be eligible to accrue sick time.
4. Will not be eligible to use any previously accrued sick time without a doctor's excuse that includes a diagnostic code.
5. Will not be eligible for PTO without a doctor's excuse that includes a diagnostic code.
6. Will not be allowed a personal leave of absence.
7. Will not be eligible for the Attendance Bonus if the employee is in the Chronic Attendance Program.

If an employee was in the Chronic Attendance Program at any time during the quarter in which Attendance Bonus is calculated, the employee is not eligible for payment. For example, an employee in the Chronic Attendance Program from March 30<sup>th</sup> – September 30<sup>th</sup> would not be eligible for Attendance Bonus payment in Q1, Q2 or Q3. Alternatively, an employee that meets the criteria for Attendance Bonus payout for Q1 but is placed in the Chronic Attendance Program in early April (prior to actually receiving Q1 payout check) would be eligible to receive payment.

8. On any approved leave or approved absence during the six (6) month period, the excused time will be added back to the employees six (6) month period they must serve to complete the program.

#### C. Final Written Warning – Chronic Program:

There are two (2) types of Final Written Warnings that employees may receive based on attendance issues associated with total charged time or tardy/leave early occurrences as noted in Guidelines section above:

1. Chargeable Time: The Final Written Warning will specify that the employee cannot accumulate more than eight (8) hours charge time. An employee at or above 8.01 hours charge time will be subject to termination.
2. Tardy/Leave Early Occurrences: The Final Written Warning will specify that the employee accumulating more than two (2) tardy or leave early occurrences will be subject to termination.

The period of the Final Written Warning will be six (6) months. Employee and Company representative must sign the Final Written Warning. The Union Representative will sign the Final Written Warning acknowledging receipt. Employees who refuse to sign the Chronic Attendance Program Final Written Warning will be subject to termination.

D. Special Accommodations:

The Plant Manager or Human Resources Manager may grant or deny a special accommodation request. The Union can appeal the decision of the Company following Article 6 of the Grievance and Arbitration Procedure.

E. End of Program:

At the end of the program, the employee will have all contractual rights reinstated.

## **LETTER OF UNDERSTANDING CONTRACT/GRIEVANCE INVESTIGATION TRAINING**

Within ninety (90) calendar days of ratification of the **2024** contract, the Company agrees to jointly administer with the UAW Leadership a contract implementation training session as soon as reasonable with the Managers, Supervisors, UAW Shop Committeepersons, and Alternates.

In addition, the Company will schedule a training session for the Managers and Supervisors on grievance investigations and responses and discipline. This training will also be mandatory for all new members of

Management within ninety (90) calendar days of hiring/assignment to a new facility.

**LETTER OF UNDERSTANDING**  
**COST OF LIVING ADJUSTMENT (COLA)**

- a) Cost of Living Allowance. Each employee covered by this Agreement shall receive a Cost of Living Allowance in accordance with the provisions of Paragraphs c), d) and e).
- b) The Cost of Living Allowance provided for in Paragraph a) shall be added to each employee's hourly wage rate and will be adjusted up or down as provided in Paragraphs d) and e).
- c) The Cost of Living Allowance will be determined in accordance with changes in the official Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (for all items, not seasonally adjusted) (United States City Average) published by the Bureau of Labor Statistics (1982-1984=100).
- d) Effective with the date of this Agreement, adjustments in the Cost of Living Allowance shall be made at the following times:

Effective Date of Adjustment:

First pay period beginning on or after:

July 1, 2024.....

At three-calendar month Intervals thereafter to January 1, 2028.

Based upon Three- Month Average of the Consumer Price Index for:

March, April and May 2024

And at three- calendar month intervals thereafter to September, October and November 2027

In determining the three (3) month average of the Indexes for a specified period, the computed average shall be rounded to the nearest 0.001 Index Point.

In no event will a decline in the three (3) month average Consumer Price Index below 302.493 provide the basis for a reduction in the wages scale by job classification.

- e) Effective July 1, 2024 and for any period thereafter as provided in Paragraphs c) and d), the Cost of Living Allowance shall be in accordance with the following table:

<u>Three- Month Average Consumer Price Index</u>			<u>Cost of Living Allowance</u>
<u>302.493</u>		<u>Or less</u>	<u>None</u>
<u>302.494</u>	=	<u>302.583</u>	<u>1¢ per hour</u>
<u>302.584</u>	=	<u>302.673</u>	<u>2¢ per hour</u>
<u>302.674</u>	=	<u>302.763</u>	<u>3¢ per hour</u>
<u>302.764</u>	=	<u>302.853</u>	<u>4¢ per hour</u>
<u>302.854</u>	=	<u>302.943</u>	<u>5¢ per hour</u>
<u>302.944</u>	=	<u>303.033</u>	<u>6¢per hour</u>
<u>303.034</u>	=	<u>303.123</u>	<u>7¢ per hour</u>
<u>303.124</u>	=	<u>303.213</u>	<u>8¢ per hour</u>
<u>303.214</u>	=	<u>303.303</u>	<u>9¢ per hour</u>
<u>303.304</u>	=	<u>303.393</u>	<u>10¢ per hour</u>

And so forth with 1¢ adjustment for each 0.090 change in the Average Index.

- f) For each quarterly adjustment to the cost-of-living allowance during the term of the Agreement the amount of increase

payable to employees shall be reduced by ten cents (\$0.10) or by the amount of the increase, whichever is less.

- g) The amount of any Cost of Living Allowance in effect at the time shall be included in computing overtime premium, shift premium, vacation payments, holiday payments, call-in pay, bereavement pay, jury duty pay, and short-term military duty pay.
- h) In the event the Bureau of Labor Statistics does not issue the appropriate Consumer Price Index on or before the beginning of one of the pay periods referred to in Paragraph d), any adjustments in the Cost of Living Allowance required by such appropriate Index shall be effective at the beginning of the first pay period after receipt of the Index.
- i) No adjustments, retroactive or otherwise, shall be made due to any revision which may later be made in the published figures used in the calculation of the Consumer Price Index for any month or months specified in Paragraph d).
- j) The parties to this Agreement agree that the continuance of the Cost of Living Allowance is dependent upon the availability of the monthly Consumer Price Index published by the Bureau of Labor Statistics in its present form and calculated on the same basis as the current Index unless otherwise agreed upon by the parties. If the Bureau of Labor Statistics changes the form or the basis of calculating the Consumer Price Index, the parties agree to request such agency to make available, for the life of this Agreement, a monthly Consumer Price Index in its present form and calculated on the same basis as the Index was prior to such change.
- k) Effective pay ending February 29, 2028, the cost of- living allowance accumulated shall be added to the base hourly wage rate for each classification, including wage rates in progression.



## **LETTER OF UNDERSTANDING DEPENDENT AUDITS**

The Company reserves the right to audit dependent eligibility for all current and future employees. An employee recalled within one (1) year of layoff will not be subject to the dependent audit verification process. A dependent audit includes coverage for persons covered as spouses, dependent child(ren), or child(ren) placed for adoption. Employees will be required to provide any documentation requested including but not limited to marriage license and birth certificates or other documents to substantiate dependency as defined by the benefit plan. Employees who are found to have dependents who are not eligible will be required to reimburse the Company for the cost of claims incurred and may be subject to disciplinary action.

The Company and the Union will work jointly to ensure the audit process is conducted effectively and that employees are given sufficient time to provide documentation and complete paperwork required to comply with the audit.

## **LETTER OF UNDERSTANDING EMPLOYEE PLACEMENT**

**The Union and the Company recognize the hiring of new employees while there is a surplus of seniority employees in layoff status at other Daimler Truck North America (DTNA)/UAW represented locations is not in the best interest of the parties. Therefore, the parties will provide seniority employees, who are subject to indefinite layoff, idling, and/or plant closure, an opportunity for employment at other DTNA/UAW represented facilities covered under this language.**

**For purposes of this Letter of Understanding, seniority for placement refers to the longest unbroken Company service with a DTNA/UAW facility, which will be used to give priority to indefinitely laid off employees who choose to be employed at another DTNA/UAW facility.**

Employees who are hired to work at another DTNA/UAW represented facility will maintain all recall rights to their original facility. However, if an employee chooses to stay at the new facility when offered an opportunity to exercise their recall rights, the employee forfeits any recall rights back to their original facility. If there is an indefinite layoff, closing or idling at the employee's new facility, they will maintain seniority for hiring opportunities to all DTNA/UAW represented facilities covered under this language.

Once the employee enters the new facility, they will be given a plant entry date for purposes of job bid, shift preference, overtime, vacation scheduling, and layoff/recall at the new facility. Company service/seniority will continue for pension purposes, vacation accrual, pay rate and wage scale progression.

Details of the process will be established and communicated and any unexpected issues that arise will be discussed and resolved by mutual agreement.

## **LETTER OF UNDERSTANDING EQUAL APPLICATION AGREEMENT**

For several years, the Company and the Union have been leaders in adopting and effectuating policies against discrimination because of race, color, religion, age, sex, national origin, status as a qualified person with a disability, sexual orientation, marital status, union activity or membership in any legally protected class and to this end the parties have expressly incorporated in their Agreement an "Equal Application" provision that both ensures adherence to that principle in all aspects of employment at Daimler Truck North America LLC and provides the contractual grievance and arbitration procedure for the resolution of alleged violations of that principle.

The parties now recognize the desirability of increased communication and a cooperative effort in this area on this subject (1) to encourage employees and grievance Representatives to use the grievance and

arbitration procedure as a the exclusive contractual method for the prompt resolution of all claims of denial of equal application rights or claims of sexual harassment or discrimination (2) to determine the cause of such claims in order to reduce the probability of these claims arising and recurring, and (3) to maintain liaison with appropriate federal, and state civil rights agencies for the following purposes: (a) to increase understanding, (b) to promote and encourage the use of the contractual grievance and arbitration procedure in order to avoid multiplicity of litigation in many forums simultaneously which is frequently time-consuming, contradictory and hence nonproductive to relieving employee problems, (c) to seek solutions to mutual problems, (d) to relieve tensions in this area, and (e) to exchange information, expertise and advise.

Accordingly, the parties now establish an Equal Application Committee and its functions shall be the following:

- A.) Suggest guidelines for Union and Company representatives active in the grievance procedure in the proper and prompt handling of grievances alleging such claims.
- B.) Conduct or arrange for investigations and/or studies into the cause of equal employment opportunity and discrimination problems and tensions in an attempt to prevent such problems from arising or recurring.

The parties continue to recognize their legal and moral responsibility for assuring that all Daimler Truck North America LLC employees have equal employment opportunities and freedom from discrimination. Consequently, the function of the Equal Application Committee shall be advisory, consultative and cooperative. While the Company and the Union will welcome the recommendations the Committee may make, the Committee may not commit either party to a specific course of action. However, the Union agrees that it will encourage its members to utilize the grievance and arbitration procedure with respect to any claim or complaint against the Company, which may be made a subject of the grievance procedure under the contract.

**LETTER OF UNDERSTANDING**  
**HEALTHCARE CONTINUATION TEMPORARY SENIORITY**  
**EMPLOYEES**

Mutual agreement was reached on health care continuation with regard to the following groups or classifications of employees:

- 1) Full time employees who are laid off will receive six (6) months of health care insurance continuation. Employees on layoff for over six (6) months and recalled to fill permanent openings will have six (6) months of health care insurance continuation if they are subsequently laid off irrespective of time worked.
- 2) Employees on layoff who have exhausted health care continuation coverage and are recalled for "Summer Help/Peak Vacation Fill-in" (as defined by the Collective Bargaining Agreement) will have health care continuation restored time for time worked. An employee will earn an additional month (not to exceed six (6) months) of health care continuation for each month in which at least one (1) pay period is worked.
- 3) Employees recalled for "Summer Help"/"Peak Vacation Fill-in" (as defined by the Collective Bargaining Agreement) and have not exhausted health care continuation coverage will retain any unused health care continuation from the prior layoff and will earn an additional month of health care continuation for each month in which at least one (1) pay period is worked that, when added to any unused continuation, will not to exceed six (6) months total accumulation of health care continuation.
- 4) New Hires hired for "Summer Help"/"Peak Vacation Fill-in" (as defined by the Collective Bargaining Agreement) will receive no health care insurance continuation.

## LETTER OF UNDERSTANDING JOINT BENEFITS COMMITTEE

Daimler Truck North America (DTNA) and the UAW have long recognized the major problems we jointly confront with the U. S. Health Care System. The Corporation and the UAW share a serious concern about the high cost of health care. DTNA and the UAW jointly agree to support approaches directed towards achieving cost containment and appropriate quality assurance mechanisms.

DTNA and the UAW agreed to continue, through the Joint Benefits Committee, to implement and administrate improvements to all benefit plans and programs.

### Joint Benefits Committee

DTNA will be represented on the Committee by two (2) Management employees one (1) from the location and one (1) from the Corporate Benefits Department. The UAW will be represented by the Local Union President and Shop Chairman or their designee, the Local Union Benefit Representative, UAW International Representatives from the Social Security Department, National Department, and Region. The Union and Management members may, by mutual agreement, invite consultants to assist them with specific issues.

The Committee shall meet no less than **annually** as specified below and their respective functions shall include, but not be limited to:

1. Resolve administrative issues including those that were discussed during negotiations.
2. Developing ongoing programs to educate members on the various aspects of the different benefit programs and provide them with the information needed to make informed decisions.
3. Work with various insurance carriers/administrators to ensure payment of claims.

4. The selection of Impartial Medical Examiners for Short and Long Term Disability.
5. To review, no less than **annually**, issues relative to containing costs, and improving the quality of service. Jointly develop plans and implement corrective actions to address cost and service issues consistent with the provisions of the CBA.
6. Review and approve Summary Plan Descriptions (SPDs).

In assisting a member to resolve a dispute, related to benefits, it is understood that the Joint Benefits Committee (JBC) may have access to information about a specific member or a member of his or her family that must be kept strictly confidential. Any discussion about the information must be limited to those with an absolute need to know.

The employer will pay for the expenses related to JBC work, including paying Local Union Members for time spent on JBC activities.

No change to the benefit plan shall be made except by mutual consent.

#### Benefits Sub-Committee

A Benefits Sub-Committee has been established to resolve specific issues relative to the functions outlined above. Additionally, process issues, which may include carrier/administrator policy and system errors or changes amongst other things, will be addressed by the Benefits Sub-Committee.

This Committee consists of individuals from the Corporate Benefits Department, UAW Local Union Benefit Representatives, a UAW International Representative of the Social Security Department, and a UAW International Representative (as needed). The Committee will meet on an as needed basis as mutually agreed to by the parties and at the direction of the Joint Benefits Committee.

#### Regularly Scheduled Conference Calls/Meetings

Regularly scheduled conference calls with the current Medical Plan Administrator (BCBS) and Payroll Administrator (ADP) will continue for

the duration of this Agreement. In the event that regularly scheduled conference calls are not possible (due to vacations, holidays, shut downs, etc.), the Company or Union will provide advance notice to each other as necessary.

## **LETTER OF UNDERSTANDING LATE CALL IN**

Advance notification by employees of absence from work is required in order to allow Management to make the necessary manpower adjustments. Employees that will be absent for the day are required to notify the Company via the standard call in procedure no later than **fifteen (15)** minutes prior to start of shift. Failure to call in as required at least **fifteen (15)** minutes prior to start of shift will result in discipline in accordance with the following progressive discipline standards.

1<sup>st</sup> Occurrence No Discipline Issued

2<sup>nd</sup> Occurrence No Discipline Issued

3<sup>rd</sup> Occurrence Written Warning

4<sup>th</sup> Occurrence Final Warning (in lieu of suspension)

5<sup>th</sup> Occurrence Termination

The program will be administered on a continuous twelve (12) month basis beginning on the date of the employee's first occurrence. Occurrences will be accumulated over a twelve (12) month period. On the anniversary of the date in which the Late Call In occurred, it will be subtracted from the employee's total.

## **LETTER OF UNDERSTANDING LIGHT DUTY PLACEMENT**

The Company will attempt to place employees with medical restrictions into jobs they can perform. However, in doing so, it is understood and agreed that more senior employees cannot be displaced by less senior employees.

### **LETTER OF UNDERSTANDING MEDICAL LEAVE LASTING 7 CALENDAR DAYS WITH THE FIRST DAY HAPPENING ON THE WEEKEND**

The union has shared that because Short Term Disability claims always start on the first scheduled work day, and outside of those with an alternate schedule, that will be Monday - Friday. If someone has a medical issue come up after work on Friday, on Saturday or Sunday and their provider certifies them as medically disabled for 7 calendar days Including the first weekend, that they are not meeting the STD waiting period but also the absence is treated as chargeable time.

The company agrees to modify the notification email that the third-party Disability Administrator currently sends advising when an STD claim is denied due to not meeting the waiting period, that third-party Disability Administrator adds language advising of the dates certified to include those weekend days that were prior to the first scheduled work day.

This will not modify the official STD waiting period for purposes of STD relapse within 90 days.

The Benefits Group will work with local HR to make sure the same approach is used for those with less than 12 months of service that provide information to the Plant/Facility location of being medical disabled for 7 calendar days.



**LETTER OF UNDERSTANDING**  
**MEDICAL LEAVE TRANSPARENCY**  
**FOR EMPLOYEES WITH LESS THAN 12 MONTHS OF SERVICE**

Prior to 2024, the third-party Disability Administrator & DTNA worked together to update the reason used for STD denial when an employee did not have 12 months of service and added language to the denial letter the third-party Disability Administrator sends to the employee.

Going forward all DTNA UAW employees will be advised to file an STD claim if they expect to be medically disabled for 7 calendar days or more, even if they do not have 12 months of service.

The Benefits Group will update the script so the Customer Service Representative does not stop employees from filing an STD claim and to use the Attending Physician Statement In the packet and return it to local HR (not plant medical).

The Benefits Group will make sure If the third-party Disability Administrator receives the Attending Physician Statement in the denied STD claim (when denied for length of service) that the information is either forwarded over to the Disability Coordinator or the Disability Coordinator Is advised so they can access the documents in the claim images. Union Benefit Representatives to be notified via email of receipt of the Attending Physician Statement (for notification purposes only).

**LETTER OF UNDERSTANDING**  
**NATIONAL HEALTH CARE**

As a result of the Patient Protection and Affordable Care Act and its companion legislation, Health Care Reform has been, and will continue to be, enacted to fundamentally change the delivery, coverage, access and the relationship of patients, providers and plan sponsors in the delivery of healthcare.

New considerations such as mandated benefits, state exchanges, penalties, and the potential for tax credits and coverage options may result in potential benefit changes, additional costs, or shared savings over the life of this Agreement. This new health care delivery model may require the Company and Union to investigate and implement changes in order to meet the requirements of Health Care Reform regulations.

It is agreed, with mutual consent of the Joint Benefits Committee, if Health Care Reform options become available, the medical plans contained in this Agreement may be modified to address the opportunities as they arise.

### **LETTER OF UNDERSTANDING NEW HIRE BENEFIT PROVISIONS**

During the current contract negotiations, the parties discussed at great length the subject of benefits for full-time new hires (individuals hired on or after April 9, 2010). As a result of these discussions, the parties agreed to the following:

- Retiree Health Care - Individuals hired on or after April 9, 2010 will not be eligible for medical plan benefits upon retirement.

### **LETTER OF UNDERSTANDING ON-SITE MEDICAL CLINICS**

The rate of escalating healthcare costs presents a significant challenge to both the Company and the UAW. One of the cost mitigation strategies being investigated is the implementation of on-site medical clinics at one or more Company locations. The feasibility, and potential scope, of implementation is currently being reviewed. The intent would be that operation of the clinics would be contracted to a third party supplier specializing in this area. Initially, we would select one pilot location, and depending on the success, consider expanding to other locations as the business case warrants.

Initially, implementation would have no impact on contracted benefits. However, depending on the success of this initiative over time, opportunities could arise which would warrant discussions between the Company and the UAW regarding integration with the contract and benefit plans. Conversely, if not successful, continuation of on-site clinics could be discontinued at any time at the sole discretion of the Company. Although no formal decision has been made, this Letter of Understanding is intended to keep the Union apprised of the Company's plans in this area.

### **LETTER OF UNDERSTANDING PRESCRIPTION DRUGS**

Mutual agreement was reached regarding the ongoing administration of the prescription drug plan.

It is agreed the JBC will consider various opportunities for improving the prescription drug plan through the evaluation of cost containment strategies that include, but are not limited to, dispensing limits, voluntary and or mandatory specialty drug options, mandatory generic and mail provisions, member-pay-the-difference, implementing step therapy to promote preferred drugs and clinical management solutions.

It is further understood that recommendations from the JBC can and will be implemented during the life of this Agreement.

### **LETTER OF UNDERSTANDING PROFIT SHARING**

#### **Section 1. Eligible Workers**

**All bargaining unit employees who worked during the Plan Year, who at the end of the Plan Year are active or on layoff or leave of absence are eligible for profit sharing. Employees who retired or died during the Plan Year are also eligible. Employees who are terminated during the Plan Year other than death or retirement are not eligible. Employees who are**

terminated for any reason after the Plan Year but before the payout are eligible for the payout. Profit sharing due to the deceased are paid to their beneficiary.

## Section 2. Plan year

Each financial reporting year of Daimler Truck Holding AG and subsidiaries. The 12-month period beginning on January 1 and ending on December 31. First payment in 2025 based on 2024 Return on sales of the Trucks North America segment.

## Section 3. Eligible Profit Share Amount

Starting in the calendar year 2024 for payment in 2025, the Company will provide an annual Profit Sharing payout in the amount of \$500 for each 1% reported Trucks North America (DTNA) Return on Sales/equity (in %) for the Return on Sales (RoS) that exceed 2.0%.

In the event that the Company no longer publicly discloses its financial results or Return on sales of Trucks North America, the Company shall provide the Union Return on sales of the Trucks North America segment in a manner consistent with how the figures are defined and reported in its 2023 Annual Report. The Union shall have the option of retaining a third party selected by the Union to audit the Company's calculation paid.

## Section 4. Profit Sharing Amount

The amount to be paid to an Eligible Worker for a Plan Year, determined by multiplying the Eligible Profit Share Amount by the percentage in the table below based on each Eligible Worker's Compensated Hours during the Plan Year.

**Chart:**

<b><u>Compensated Hours</u></b>	<b><u>Percent of Eligible Profit Share</u></b>
<b><u>1,850</u></b>	<b><u>100</u></b>
<b><u>1,665</u></b>	<b><u>90</u></b>
<b><u>1,480</u></b>	<b><u>80</u></b>
<b><u>1,295</u></b>	<b><u>70</u></b>
<b><u>1,110</u></b>	<b><u>60</u></b>
<b><u>925</u></b>	<b><u>50</u></b>
<b><u>740</u></b>	<b><u>40</u></b>
<b><u>555</u></b>	<b><u>30</u></b>
<b><u>370</u></b>	<b><u>20</u></b>
<b><u>185</u></b>	<b><u>10</u></b>

**Section 5. Compensated Hours**

**Includes hours for which an Eligible Worker receives hours of compensation as listed below:**

**Straight Time Base Wages**

**Overtime (with each hour paid at premium rates to be counted as one hour)**

**Vacation**

**Holiday Pay**

**Bereavement Pay**

**Jury Duty Pay**

**Short-Term Military Duty Pay**

**Report In Pay**

**Union Leave**

#### **Section 6. Annual Disclosures to Union**

**The Company shall disclose to the Union on an annual basis a calculation of Eligible Profit Share Amount, a list of Eligible Workers and their Compensated Hours and each Eligible Worker's Profit Sharing Amount.**

**In addition, the Company will respond as soon as practicable to reasonable requests from the Union for information regarding the calculations and information used in determining Profit Sharing.**

#### **Section 7. Disputes**

**The Company and Union recognize it is in the best interest of the parties to work diligently to resolve such disputes or disagreements. If the parties are unable to obtain a mutually agreeable resolution to the dispute or disagreement, it will be subject to the grievance procedure which shall start at Step 4. The Company shall remit the amount the Company computes as due and the differential will be subject to grievance and arbitration.**

#### **Section 8. Payment of Profit Sharing**

**Profit Sharing will be determined and paid as soon as administratively feasible, but in no event later than the end of the fifth month following the end of the Plan Year or 60 days after the release of the Company's Annual Report.**

### **LETTER OF UNDERSTANDING REINSTATEMENT OF GRIEVANCES**

During the **2024** negotiations, the parties agreed to the following:

The parties acknowledged the desirability of ensuring prompt, fair, and final resolution of employee's problems. The parties also recognized the maintenance of a stable, effective, and dependable grievance procedure is necessary to implement the foregoing principle to which both subscribe. Accordingly, the parties view any attempt to reinstate a grievance properly disposed of as contrary to the purpose for which the

Grievance Procedure was established and volatile of the fundamental principles of collective bargaining. However, in those instances where the International Union, UAW, by either its Executive Board, Public Review Board, or Constitutional Convention Appeals Committee has reviewed the disposition was improperly affected by the Union or a Union Representative involved, the International Union may inform the Company's Human Resource Manager in writing that such grievance is reinstated in the Grievance Procedure at the step at which the original disposition of the grievance occurred.

It is agreed, however, that the Company will not be liable for any claims for damages, including back pay claims, arising out of the grievance that either (1) are already barred under the provisions of the Agreement at the time of the reinstatement of the grievance, (2) that relate to the period between the time of the original grievance and the time of the reinstatement as provided herein. It is further agreed that the reinstatement of any such grievance shall be conditioned upon the prior Agreement of the Union and the employee or employees involved that none of them will thereafter pursue such claims for damages against the Company in the grievance procedure, or in any court or before any Federal, State, or Municipal Agency. Notwithstanding the foregoing, a decision of the Arbitrator on any grievance shall continue to be final and binding on the Union and its members, the employee or employees involved and the Company and such grievances shall not be subject to reinstatement.

This letter is not to be construed as modifying in any way either the rights or obligations of the parties under the terms of the Agreement, except as specifically limited herein, and does not affect sections there of that cancel financial liability or limit the payment of retroactivity of any claim, including claims for back wages, or that provide for the final and binding nature of any decisions by the Arbitrator or other grievances.

It is understood that this provision and the parties' obligations to reinstate grievances as provided herein can be terminated by either party upon thirty (30) days' notice in writing to the other.

It is agreed that none of the above conditions will be applicable to any grievance filed or settled prior to the effective date of the **2024** contract.

### **LETTER OF UNDERSTANDING TEMPORARY SUMMER HELP**

The only use of temporary summer help employees in this Agreement shall be as defined below:

1. Temporary summer help employees shall only be used as summer vacation replacements. Temporary summer help employees will only be utilized when all seniority employees on layoff have been offered recall per Article 5, Section 2 (F) of the Agreement.
2. Each year the Company may hire temporary summer help employees to fill in for senior employees while on vacation during high vacation periods.
3. Temporary summer help employees will not be hired before May 1<sup>st</sup> or retained any later than September 30<sup>th</sup> unless mutually agreed upon by both parties.
4. Temporary summer help employees will be paid the current starting rate of the job they are performing.
5. Temporary summer help employees will not fill positions in departments with displaced employees before first offering the opportunity to senior employees (currently working in the plant prior to May 1<sup>st</sup>) to return to their "home" department and then backfilling by temporary summer help employees.
6. Temporary summer help employees will not be subject to shift displacement by seniority employees under Article 13.
7. The hiring of temporary summer help employees will not be subject to Article 12.



8. The maximum amount of temporary summer help employees hired for vacation replacements will not exceed the number of employees needed to fill the highest week of vacations entitlement from May to September.
9. In the event the Company determines that full time regular employment will be offered to any temporary summer help employee, such jobs will be subject to Article 12.
10. Temporary summer help employees who are hired as regular employees and subsequently complete a sixty (60) working day probationary period, will have a seniority date retroactive to the first date of their continuous employment with regard to shift preference, job posting, and layoff/recall.
11. Effective upon ratification, employees hired directly for temporary summer employment, excluding laid off employees, will not be eligible for benefits.

**LETTER OF UNDERSTANDING  
TRUCK OPERATING SYSTEM / TOTAL PRODUCTIVE MAINTENANCE**

The Company and the Union understand the importance of the Truck Operating System (TOS) and the Total Productive Maintenance (TPM) program to improving the overall quality of our product. The parties have reviewed the mutual benefit associated with manufacturing the highest quality product at the lowest cost to ensure competitiveness in the marketplace. The parties acknowledge the importance of meeting customer demands of delivery and world class quality. It was also acknowledged that the TOS tools and TPM systems will support the achievement of these objectives.

**LETTER OF UNDERSTANDING**  
**UNION LEADERSHIP BUSINESS UNIT REVIEW**

In an effort to increase knowledge and awareness on critical business topics within Daimler Truck North America and empower UAW leaders with information that supports their leadership role, the Company will hold an annual Business Unit Review meeting (scheduled by mutual agreement) sharing information on strategic and tactical business topics. Participants shall include Local Union Presidents, Shop Chairperson, and Regional or International leadership from the UAW. DTNA representatives should consist of Plant Managers, HR Managers, and appropriate executives or subject matter experts.

## EXHIBIT

### WAGES AND PROGRESSION

#### WAGE RATES:

2024 Wage Rate Increase: Effective the first Sunday following ratification, provide an increase of 10% across the board to all classifications and Top wage rates (see progression table below).

2025 Wage Rate Increase: Effective January 12, 2025 provide an increase of 3% across the board to all classifications and wage rates.

2025 Wage Rate Increase: Effective June 8, 2025 provide an increase of 3% across the board to all classifications and wage rates.

2026 Wage Rate Increase: Effective June 7, 2026 provide an increase of 4% across the board to all classifications and wage rates.

2027 Wage Rate Increase: Effective June 6, 2027 provide an increase of 5% across the board to all classifications and wage rates.

#### SKILLED TRADES WAGES:

Effective the first Sunday following ratification, increase the wage rates for Skilled Trade classifications by \$7.00 per hour for Journeyman and \$3.00 per hour for non-Journeyman (also apply the 2024 Wage Rate Increase listed above).

#### PROGRESSION:

##### 48 Month Pay Progression

<u>Start</u>	<u>6</u> <u>Months</u>	<u>12</u> <u>Months</u>	<u>18</u> <u>Months</u>	<u>24</u> <u>Months</u>	<u>30</u> <u>Months</u>	<u>36</u> <u>Months</u>	<u>42</u> <u>Months</u>	<u>48</u> <u>Months</u>
<u>70%</u>	<u>73.75%</u>	<u>77.50%</u>	<u>81.25%</u>	<u>85%</u>	<u>88.75%</u>	<u>92.5%</u>	<u>96.25%</u>	<u>100%</u>

# Calendar for Year 2024

Calendar for Year 2024

April								May								June						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6					1	2	3	4							1	
7	8	9	10	11	12	13		5	6	7	8	9	10	11		2	3	4	5	6	7	8
14	15	16	17	18	19	20		12	13	14	15	16	17	18		9	10	11	12	13	14	15
21	22	23	24	25	26	27		19	20	21	22	23	24	25		16	17	18	19	20	21	22
28	29	30						26	27	28	29	30	31		23	24	25	26	27	28	29	
																30						

July								August								September						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6						1	2	3		1	2	3	4	5	6	7
7	8	9	10	11	12	13		4	5	6	7	8	9	10		8	9	10	11	12	13	14
14	15	16	17	18	19	20		11	12	13	14	15	16	17		15	16	17	18	19	20	21
21	22	23	24	25	26	27		18	19	20	21	22	23	24		22	23	24	25	26	27	28
28	29	30	31					25	26	27	28	29	30	31		29	30					

October								November								December						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5								1	2		1	2	3	4	5	6	7
6	7	8	9	10	11	12		3	4	5	6	7	8	9		8	9	10	11	12	13	14
13	14	15	16	17	18	19		10	11	12	13	14	15	16		15	16	17	18	19	20	21
20	21	22	23	24	25	26		17	18	19	20	21	22	23		22	23	24	25	26	27	28
27	28	29	30	31				24	25	26	27	28	29	30		29	30	31				

# Calendar for Year 2025

January							February							March						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4							1							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28		23	24	25	26	27	28	29
														30	31					
April							May							June						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5					1	2	3	1	2	3	4	5	6	7
6	7	8	9	10	11	12	4	5	6	7	8	9	10	8	9	10	11	12	13	14
13	14	15	16	17	18	19	11	12	13	14	15	16	17	15	16	17	18	19	20	21
20	21	22	23	24	25	26	18	19	20	21	22	23	24	22	23	24	25	26	27	28
27	28	29	30				25	26	27	28	29	30	31	29	30					
July							August							September						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5						1	2	1	2	3	4	5	6	
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30				
							31													
October							November							December						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4							1		1	2	3	4	5	6
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31			
							30													

# Calendar for Year 2026

January							February							March						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28
25	26	27	28	29	30	31								29	30	31				
April							May							June						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4						1	2		1	2	3	4	5	6
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
							31													
July							August							September						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4							1		1	2	3	4	5	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30			
							30	31												
October							November							December						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3		1	2	3	4	5	6	7		1	2	3	4	5	
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						27	28	29	30	31		

# Calendar for Year 2027

<u>January</u>								<u>February</u>								<u>March</u>						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
					1	2			1	2	3	4	5	6			1	2	3	4	5	6
3	4	5	6	7	8	9		7	8	9	10	11	12	13		7	8	9	10	11	12	13
10	11	12	13	14	15	16		14	15	16	17	18	19	20		14	15	16	17	18	19	20
17	18	19	20	21	22	23		21	22	23	24	25	26	27		21	22	23	24	25	26	27
24	25	26	27	28	29	30		28								28	29	30	31			
31																						
<u>April</u>								<u>May</u>								<u>June</u>						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3							1			1	2	3	4	5		
4	5	6	7	8	9	10		2	3	4	5	6	7	8		6	7	8	9	10	11	12
11	12	13	14	15	16	17		9	10	11	12	13	14	15		13	14	15	16	17	18	19
18	19	20	21	22	23	24		16	17	18	19	20	21	22		20	21	22	23	24	25	26
25	26	27	28	29	30			23	24	25	26	27	28	29		27	28	29	30			
								30	31													
<u>July</u>								<u>August</u>								<u>September</u>						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3		1	2	3	4	5	6	7			1	2	3	4		
4	5	6	7	8	9	10		8	9	10	11	12	13	14		5	6	7	8	9	10	11
11	12	13	14	15	16	17		15	16	17	18	19	20	21		12	13	14	15	16	17	18
18	19	20	21	22	23	24		22	23	24	25	26	27	28		19	20	21	22	23	24	25
25	26	27	28	29	30	31		29	30	31						26	27	28	29	30		
<u>October</u>								<u>November</u>								<u>December</u>						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
				1	2			1	2	3	4	5	6			1	2	3	4			
3	4	5	6	7	8	9		7	8	9	10	11	12	13		5	6	7	8	9	10	11
10	11	12	13	14	15	16		14	15	16	17	18	19	20		12	13	14	15	16	17	18
17	18	19	20	21	22	23		21	22	23	24	25	26	27		19	20	21	22	23	24	25
24	25	26	27	28	29	30		28	29	30						26	27	28	29	30	31	
31																						

# Calendar for Year 2028

January								February								March						
Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa		Su	Mo	Tu	We	Th	Fr	Sa
						1				1	2	3	4	5					1	2	3	4
2	3	4	5	6	7	8		6	7	8	9	10	11	12		5	6	7	8	9	10	11
9	10	11	12	13	14	15		13	14	15	16	17	18	19		12	13	14	15	16	17	18
16	17	18	19	20	21	22		20	21	22	23	24	25	26		19	20	21	22	23	24	25
23	24	25	26	27	28	29		27	28	29						26	27	28	29	30	31	
30	31																					