

TENTATIVE AGREEMENT

MEMORANDUM OF UNDERSTANDING

MEMORANDUM OF UNDERSTANDING TO ADDRESS PRODUCTION ADJUSTMENT DUE TO

8/30/2025 FIRE: CLEVELAND TMP, CLERICAL, & CTS

This Memorandum of Understanding (MOU) is entered into by and between Daimler Truck North America LLC (the Company) and the International Union, UAW Local 3520 (the Union) to address temporary operational adjustments following the fire damage to the Cleveland Truck Manufacturing Plant.

On Saturday, August 30, 2025, a major fire took place within the Main Plant resulting in extensive damage to the facility and equipment. The Chassis "A" line suffered the most damage and the areas surrounding the Chassis "B" line paint booth were also significantly impacted. Because of the damage, production had to be stopped, and the Plant had to be shutdown for cleaning, inspection, repairs, construction, and equipment replacement. Because of the lack of production, most employees were placed on shutdown status effective Tuesday, September 2 through Friday, September 19. Extensive work was done on the Chassis "B" line and it was cleared for operation effective Monday, September 22. All impacted employees were returned to work (9/22) and limited production occurred. Significant work still must be done regarding processes, scheduling, etc. in order to safely, efficiently and effectively manufacture products. It is estimated that the timeframe to get Chassis "A" line back to full production will take at least eight (8) months to complete. The temporary BLA adjustment agreed to herein is in an effort to keep from forcing additional production shifts and the pitfalls for employees that could arise from doing so.

Based on these unique circumstances, and on a non-precedent setting basis, the Company and the Union have agreed to the following:

- The Company agrees that there will be no involuntary ("forced") layoff and /or shut down as a direct result of the fire damage, the requirements outlined above, or the temporarily adjusted BLA described in this MOU. The Union and the Company will mutually agree on essential production and support work groups that will be maintained on off-shifts. Mutual agreement will not be unreasonably denied. Employees will not be forced to shorten their Work Day, even if the temporarily adjusted BLA has been met, except for days 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.
- Effective October 1, the parties agree to a temporarily adjusted Base Level Average of fifty (50) trucks per Work Day as outlined in the Agreement (CBA). Continue with a BLA of 50 through whenever A line is fully functional/tested/approved and capable of processing at least 40 trucks in a normal/standard 8-hour shift. Upon return to full capacity, the BLA will return to 80 trucks per Workday.

- The Company commits to increase production above the 50 BLA level when feasible but the parties acknowledge that such increase may not be permanent.
- If at any time during the life of this MOU the Company decides to go to multiple shifts of entire line production, the BLA will return to 80 trucks per Work Day after a mutually agreed upon ramp up schedule.
- All aspects of the Agreement (CBA) not specifically addressed by the parties in this MOU apply as normal.
- Any issues or circumstances not anticipated by the parties will be discussed and resolved by mutual agreement.
- The parties acknowledge that this MOU is done on a non-precedent setting basis, and cannot be used, introduced, or argued as precedent in any grievances or arbitrations involving the Job Security Letter of Understanding other than a dispute over the terms of this MOU. Any dispute over the terms of this MOU will be resolved through the current CBA's Grievance and Arbitration Procedure.

The parties acknowledge that this document only applies to October 2025 and the months going forward until normal operations resume but no later than June 1, 2026. If additional time is needed, the parties will meet to discuss extending the duration based on mutual agreement. It is agreed that neither party will unreasonably withhold their mutual agreement.

2025 HOURLY INCENTIVE PROGRAM (HIP) CLEVELAND TMP, Clerical, & CTS

PROGRAM ELIGIBILITY

Eligible hourly bargaining unit employees only.

Eligibility:

At least 60* years of age and 10* years of service

PROGRAM LIMITS

The program is being offered to UAW-represented hourly classifications in Cleveland TMP, Clerical and CTS. The Company reserves the right to limit the amount of HIP applications approved based on business requirements and/or work area. Final selections will be made on a seniority basis within an affected classification.

APPLICATION PERIOD

October 13, 2025 – October 27, 2025

Eligible employees should apply for the Hourly Incentive Program by returning applications to CLE Human Resources.

CANCELLATION PERIOD

October 27 – October 31, 2025

Employees may cancel their application for the Hourly Incentive Program by providing a written request to CLE Human Resources.

PROGRAM FEATURES
calendar days

A lump-sum payment of **\$35,000** will be payable within 30 of last day worked. Employees accepted in this program will have an expected last day worked of **November 14, 2025**. In some limited circumstances, participants may be asked to remain beyond November 14th for business reasons.

ADDITIONAL RESOURCES:

DTNA-Retire@daimlertruck.com

UAW Benefits Representative

***Must be age 60 and have 10 years of service as of September 30, 2025 to qualify.**

For the Union

[Signature] 10/10/2025
Tanya Hendrix
Rob [Signature]
Mills [Signature]
Randy [Signature]
[Signature]
Mike Simmons
John [Signature]
Brian [Signature]

For the Company

[Signature] 10/10/2025
[Signature] 10/10/2025
Heather Callahan 10/10/2025