



UAW MACK TRUCKS TENTATIVE AGREEMENT

MAIN TABLE & LOCAL 2301 TABLE • NOV 2023



UAW MACK TRUCKS

LOCAL 2301 MEMBERS CONTRACT SUMMARY

NOVEMBER 2023

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A MESSAGE TO UAW MEMBERS AT MACK TRUCKS

Dear Mack Trucks UAW Members:

Your Bargaining Council began negotiations on the new UAW/Mack Trucks Agreement on August 28, 2023. After ten weeks of negotiations by the Bargaining Council and the Local Committees, we presented to the members a first tentative agreement with Mack Trucks.

The proposed agreement contained substantial gains within the Master Agreement for Mack Trucks members, including:

- A historic general wage increase of 19 percent, including an immediate 10 percent wage increase upon ratification
- \$3,500 ratification bonus
- A reduction in the wage progression
- More paid time off for our new bargaining unit members and
- Increased retiree health care benefits

While not everything we wanted, the Bargaining Council took these gains to the membership for a vote. However, the Master Agreement was voted down – and in those Locals where the vote was a resounding “no,” we reviewed the data, we polled our members, and we learned that at its heart the issues were local in nature.

AND WE HEARD THE MEMBERS.

When we returned to the table with the Company – while you braved the picket lines – we made it clear that we needed focused attention on the Locals’ concerns and we changed our strategy. We demanded that each and every Local bargain their issues to conclusion BEFORE we returned to the main table. And we spent weeks – supported by your unwavering strike lines – demanding additional improvements at the local level.

Our return to the table yielded significant gains at the local level – which are discussed in the “UAW Local 2301 Gains” section of this highlighter. As in any negotiation, we didn’t get everything we wanted, but we made important progress.

When we returned to the Main Table to continue negotiating the Master Agreement for Mack Trucks, the Company acknowledged the significant gains we had accomplished for our members at the Local tables. But no matter how hard we tried, and after four weeks of our strong strike lines, the Company announced on the evening of November 7, 2023, that they would not give a penny more – we had squeezed every last concession from them.

We were given a last, best and final offer from the Company.

We had only one of two options at that point. We could have refused to bring this package to a vote – including the improvements in the Local agreements – and let the Company implement the contract. That would let them permanently replace our bargaining unit with the scabs who are waiting in the wings to take on the benefits we have bargained. Or, as we have chosen to do, we could present to you this last, best and final offer – after months of bargaining and weeks of strike lines, for you all to take control of your future. Now it is up to you.

And now we all must decide which imperfect option is our better choice. This contract – if ratified – represents historic gains for the workers of Mack Trucks. On behalf of the Bargaining Council, I suggest that a “yes” vote will lock us in to better wages and strong job security for the entire membership through the life of this Agreement – through October 2028.

In solidarity,

David Durgin

Mack Trucks Council President



Highlights

- ▶ **\$3,500 Contract Ratification Bonus**
- ▶ **19% Wage Increase Over Life of Agreement**
- ▶ **Reduced Progression by 1 Year**
- ▶ **Modified Production Standards Language***
- ▶ **Program Now Drafted by Mutually Agreed Upon Expert**
- ▶ **Another \$3,500 Bonus in Addition to Ratification Bonus and First Program Bonus**
- ▶ **Additional Week of Vacation for Employees with 6 Months but < 3 Years**
- ▶ **Improved Bereavement Language**
- ▶ **\$1,000 401(k) Lump Sum Annually to Offset Retiree Health Cost for Employees that do not Have Retiree Health Care**
- ▶ **Increased Safety Shoe Allowance**
- ▶ **No Increase to Weekly Health Care Contributions or in Network PPO Plan Design**
- ▶ **A&S Increase from \$680 to \$700 Per Week**
- ▶ **Pension Plan Life Income Benefit Increased by \$4.00 in the First Year**
- ▶ **Increased Annual Retiree Lump Sums**
- ▶ **Improvements in SUB and Short Work Week Benefits**

** Bolded highlights are gains made in this new tentative agreement*

WHAT HAPPENS IF WE VOTE NO?

The Company has provided us with their “last, best and final” offer and have explicitly stated that in the case of a “no” vote they plan to declare impasse in negotiations, hire strike-breakers off the street to continue operations and permanently replace any members who do not return to work. Obviously, this is an aggressive move on the part of the Company that your bargaining committee strongly opposes. But members should be aware of the Company’s intentions as you make your decision on this agreement.

GAINS AT THE LOCAL 2301 TABLE

After we voted no on the first tentative agreement, we intensified our focus on bargaining at the Local 2301 table. Management was intent on forcing through their production standards program without our input and without us being fairly compensated. Our strong stand on the picket line gave us the power to push back and improve the program. Here's what Local 2301 members won in the new tentative agreement.

Better Design and Implementation of Production Standards Program

We fought the unilateral creation of the program and won. Now the program will be drafted an expert that has to be agreed upon by both the union and the company. Also, the first six months of the program will be a trial run with no impact except to work out any problems.

Cutting Down on Discipline, Ramping Up Rewards

Instead of four steps to lead to termination, it now takes six steps, not including mandatory coaching before any steps start counting. That's how we made the program less punitive. We also made it more lucrative. Any bargaining unit member consistently exceeding the production standards (even by the littlest bit) will be awarded up to a eight hours of paid time off. Plus, bargaining unit members will receive a \$3,500 bonus upon ratification – above and beyond the ratification bonus in the Master Agreement – and another \$3,500 when the program is implemented.



WAGE INCREASES, RATIFICATION BONUS & WAGE TABLES

General Wage Increases

In addition to a 19% General Wage Increase (GWI) over the life of the agreement, we won a faster progression to the top rate. Our annual GWIs are:

Year 1	10% wage increase
Year 2	2% wage increase
Year 3	2% wage increase
Year 4	2% wage increase
Year 5	3% wage increase

Ratification Bonus

Following the ratification of this agreement, a three thousand five hundred dollar (\$3,500) ratification bonus will be paid to all bargaining unit employees who are actively at work, on approved leave of absence, or on lay-off. Employees in wage progression as of the effective date of this agreement will also receive this payment.

Wage Tables

The following wage tables show what each member, at every step in progression, will make during the agreement.



BALTIMORE TOP RATES

PS CODE	JOB TITLE	Baltimore Top Rates					% Change 10/1/2027 vs. Current	
		Current Rates	Upon Ratification 10%	On 10/1/2024 2%	On 10/1/2025 2%	On 10/1/2026 2%		On 10/1/2027 3%
	Warehouse Operator	\$29.12	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	20.2%
	Maintenance Operator	\$32.38	\$35.62	\$36.33	\$37.06	\$37.80	\$38.93	20.2%
	Maintenance Lead	\$33.94	\$37.33	\$38.08	\$38.84	\$39.62	\$40.81	20.2%
	Parts Distribution Support Representative	\$29.12	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	20.2%
	Hybrid Clerical	\$29.62	\$32.58	\$33.23	\$33.90	\$34.58	\$35.61	20.2%

IN PROGRESSION STEP 1

PS CODE	JOB TITLE	Currently in Progression Step 1					% Change 10/1/2027 vs. Current	
		Current Rates 70%	Upon Ratification 80%	On 10/1/2024 85%	On 10/1/2025 90%	On 10/1/2026 100%		On 10/1/2027 100%
	Warehouse Operator	\$20.38	\$25.63	\$27.77	\$29.99	\$33.99	\$35.01	71.8%
	Maintenance Operator	\$22.67	\$28.49	\$30.88	\$33.35	\$37.80	\$38.93	71.8%
	Maintenance Lead	\$23.76	\$29.87	\$32.37	\$34.96	\$39.62	\$40.81	71.8%
	Parts Distribution Support Representative	\$20.38	\$25.63	\$27.77	\$29.99	\$33.99	\$35.01	71.8%
	Hybrid Clerical	\$20.73	\$26.07	\$28.25	\$30.51	\$34.58	\$35.61	71.8%

Wages within each row above reflect the combination of general wage increases, the removal of one step and bumping all current employees up two steps so employees reach Top Rate more quickly

IN PROGRESSION STEP 2

PS CODE	JOB TITLE	Currently in Progression Step 2					% Change 10/1/2027 vs. Current	
		Current Rates 75%	Upon Ratification 85%	On 10/1/2024 90%	On 10/1/2025 100%	On 10/1/2026 100%		On 10/1/2027 100%
	Warehouse Operator	\$21.84	\$27.23	\$29.41	\$33.33	\$33.99	\$35.01	60.3%
	Maintenance Operator	\$24.29	\$30.28	\$32.70	\$37.06	\$37.80	\$38.93	60.3%
	Maintenance Lead	\$25.46	\$31.73	\$34.27	\$38.84	\$39.62	\$40.81	60.3%
	Parts Distribution Support Representative	\$21.84	\$27.23	\$29.41	\$33.33	\$33.99	\$35.01	60.3%
	Hybrid Clerical	\$22.22	\$27.69	\$29.91	\$33.90	\$34.58	\$35.61	60.3%

Wages within each row above reflect the combination of general wage increases, the removal of one step and bumping all current employees up two steps so employees reach Top Rate more quickly

IN PROGRESSION STEP 3

PS CODE	JOB TITLE	Currently in Progression Step 4					% Change 10/1/2027 vs. Current	
		Current Rates 85%	Upon Ratification 100%	On 10/1/2024 100%	On 10/1/2025 100%	On 10/1/2026 100%		On 10/1/2027 100%
	Warehouse Operator	\$24.75	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	41.5%
	Maintenance Operator	\$27.52	\$35.62	\$36.33	\$37.06	\$37.80	\$38.93	41.5%
	Maintenance Lead	\$28.85	\$37.33	\$38.08	\$38.84	\$39.62	\$40.81	41.5%
	Parts Distribution Support Representative	\$24.75	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	41.5%
	Hybrid Clerical	\$25.18	\$32.58	\$33.23	\$33.90	\$34.58	\$35.61	41.5%

Wages within each row above reflect the combination of general wage increases, the removal of one step and bumping all current employees up two steps so employees reach Top Rate more quickly

IN PROGRESSION STEP 4

Positions subject to Progression		Currently in Progression Step 4					% Change	
PS CODE	JOB TITLE	Current Rates	Upon Ratification	On 10/1/2024	On 10/1/2025	On 10/1/2026	On 10/1/2027	10/1/2027 vs. Current
		85%	100%	100%	100%	100%	100%	
	Warehouse Operator	\$24.75	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	41.5%
	Maintenance Operator	\$27.52	\$35.62	\$36.33	\$37.06	\$37.80	\$38.93	41.5%
	Maintenance Lead	\$28.85	\$37.33	\$38.08	\$38.84	\$39.62	\$40.81	41.5%
	Parts Distribution Support Representative	\$24.75	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	41.5%
	Hybrid Clerical	\$25.18	\$32.58	\$33.23	\$33.90	\$34.58	\$35.61	41.5%

Wages within each row above reflect the combination of general wage increases, the removal of one step and bumping all current employees up two steps so employees reach Top Rate more quickly

IN PROGRESSION STEP 5

Positions subject to Progression		Currently in Progression Step 5					% Change	
PS CODE	JOB TITLE	Current Rates	Upon Ratification	On 10/1/2024	On 10/1/2025	On 10/1/2026	On 10/1/2027	10/1/2027 vs. Current
		90%	100%	100%	100%	100%	100%	
	Warehouse Operator	\$26.21	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	33.6%
	Maintenance Operator	\$29.14	\$35.62	\$36.33	\$37.06	\$37.80	\$38.93	33.6%
	Maintenance Lead	\$30.55	\$37.33	\$38.08	\$38.84	\$39.62	\$40.81	33.6%
	Parts Distribution Support Representative	\$26.21	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	33.6%
	Hybrid Clerical	\$26.66	\$32.58	\$33.23	\$33.90	\$34.58	\$35.61	33.6%

Wages within each row above reflect the combination of general wage increases, the removal of one step and bumping all current employees up two steps so employees reach Top Rate more quickly

IN PROGRESSION STEP 6

Positions subject to Progression		Currently in Progression Step 6					% Change	
PS CODE	JOB TITLE	Current Rates	Upon Ratification	On 10/1/2024	On 10/1/2025	On 10/1/2026	On 10/1/2027	10/1/2027 vs. Current
		95%	100%	100%	100%	100%	100%	
	Warehouse Operator	\$27.66	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	26.6%
	Maintenance Operator	\$30.76	\$35.62	\$36.33	\$37.06	\$37.80	\$38.93	26.6%
	Maintenance Lead	\$32.24	\$37.33	\$38.08	\$38.84	\$39.62	\$40.81	26.6%
	Parts Distribution Support Representative	\$27.66	\$32.03	\$32.67	\$33.33	\$33.99	\$35.01	26.6%
	Hybrid Clerical	\$28.14	\$32.58	\$33.23	\$33.90	\$34.58	\$35.61	26.6%

Wages within each row above reflect the combination of general wage increases, the removal of one step and bumping all current employees up two steps so employees reach Top Rate more quickly

INCREASED RETIREE AND SPOUSE LUMP SUMS

January 1, 2024 – \$475 retiree and \$325 surviving spouse

January 1, 2025 – \$475 retiree and \$325 surviving spouse

January 1, 2026 – \$475 retiree and \$325 surviving spouse

January 1, 2027 – \$475 retiree and \$325 surviving spouse

January 1, 2028 – \$475 retiree and \$325 surviving spouse

APPENDIX C: SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN AGREEMENT

ARTICLE I. Regular Weekly Benefits

Section 1. Eligibility for a Regular Weekly Benefit

An employee who has completed their probationary period having ~~one (1) or more~~ years of seniority at time of layoff shall be entitled to a Regular Weekly Benefit if they:

- (a) were on a qualifying layoff, as described in Article III, Section 2, for all or part of a week; or
- (b) were eligible for a Reinstated Accident and Sickness benefit under Appendix B.
- (c) were not eligible for a Short Work Week Benefit.

Section 2. Amount of Regular Weekly Benefits

(a) An eligible employee shall receive \$3345.00 for any qualifying week beginning on or after October 2, 201923.

Section 3. Duration of Regular Weekly Benefits

(c) Employees who have completed their probationary period and with ~~one (1)~~ years of seniority who were hired on or after March 25, 2013 who are subsequently laid off will receive Regular Weekly Benefits in the amount set forth in Article I, Section 2 (a) of up to a total maximum number of thirteen (13) weeks over the duration of the Agreement. Such employees will upon recall to work begin to regenerate Regular Weekly Benefits on the basis of one (1) week of Regular Weekly Benefit for everyone (1) full week of work up to thirteen (13) weeks. A full week of work shall be defined as having worked or been paid forty (40) hours during a work week to include daily and weekend overtime hours worked and credit for hours paid under the Agreement for Jury Duty, Bereavement, Vacation, Holidays, or Military Leave training.

ARTICLE II Short Work Week Benefits

Section 1. Eligibility for a Short Work Week Benefit

An employee who has completed the probationary period, including transitional workers who have converted to full time permanent status, shall be entitled to a Short Work Week Benefit if:

ARTICLE III. Benefit Determinations

Section 1. Compensated and Available Hours

~~(a) Overtime which is worked or available during the week which is in excess of six (6) hours will not be included in determining compensated or available hours:~~

Example: Employee A earns \$25.00 per hour. He performs eight (8) hours of work on Monday, Tuesday and Wednesday. He reports off on Thursday. No work is available on Friday. Eight (8) hours of overtime is performed on Saturday.

Calculation:

~~24 Compensated Hours (M, T, W) - 8 Available Hours (Th)
6 Hours of Overtime Worked or Available (S)~~

~~38 Total Compensated and Available Hours for the Week~~

~~2 Eligible Hours for SWW Benefits (40hrs - 38hrs)
2hrs x \$25 = \$50
\$50 x 80% = \$40.00 SWW Benefit for Friday~~

PENSION PLAN LIFE INCOME BENEFIT INCREASE

Calculating Your Benefits

Your basic benefit from the Plan is called your Pension Plan Life Income Benefit.

Normal Retirement

Your Normal Retirement Life Income Benefit (LIB) is determined as of the date you retire, and is calculated by multiplying your credited service times the Life Income Benefit rate applicable to your retirement date.

The Life Income Benefit rates are as follows:

Retirement Date	Life Income Benefit Rate
January 1, 2024 or later	\$53.50

APPENDIX A

Early Retirement

Your Early Retirement Life Income Benefit is also determined as of the date you retire and is calculated by multiplying your credited service times the Life Income Benefit rate applicable to your retirement date times the reduction factor for the early commencement. The early retirement reduction factor is based on the following table:

EARLY RETIREMENT FACTOR

Retirement Date	Under Age 60	60 and Over
January 1, 2017 or later	.941738†	1.000

An Example of Your Early Retirement Pension Benefit

Assume that you retire in 2019 (on or after August 1) at age 58 with 30 years of credited service. You would be eligible for the supplemental allowance and your early retirement benefit payable until age 62 and one month would be as follows:

Year	Monthly Pension
2019-23 and later, until age 62 and one month	\$2480500

Your monthly Early Retirement Benefit payable after age 62 and one month would be determined as follows:

$$\$4953.50 \times .941738† = \$1,511,393$$

This appendix will be updated throughout based on the above changes.



Benefits - Maintained Current Benefit Plan

Even though health care cost continues to rise every year in the United States, your union was able to maintain the current health care plan.

PPO Prescription Drug Coverage

\$30 for each preferred brand name drug prescription, and \$50 for each non-preferred brand name drug prescription \$45 for each Targeted Brand drug.

HMO Drug Benefits

Generic Prescription Drugs

~~\$7~~ \$10 copayment retail pharmacy, ~~\$14~~ \$20 copayment mail service pharmacy, ~~\$7~~ \$10 copayment specialty pharmacy.

Preferred Brand Prescription Drugs

~~\$22~~ \$30 copayment retail pharmacy, ~~\$44~~ \$60 copayment mail service, ~~\$22~~ \$30 copayment specialty pharmacy.

Preferred Brand Prescription Drugs (Contraceptives)

~~\$22~~ \$30 copayment retail pharmacy, ~~\$44~~ \$60 copayment mail service.

Accident and Sickness Insurance (A & S)

- ~~\$680.00~~ \$700.00 per week or 60% of base pay, whichever is greater
- Contributions for all employees are:
 - ◇ Employee only = \$16
 - ◇ Employee plus one = \$24
 - ◇ Family = \$36
 - ◇ \$8 wellness incentive
 - ◇ Examples \$8 minus wellness equals \$8 (employee), \$16 (employee plus one) \$28 (family)

HMO Benefit Plan

- Deductible ~~\$200~~ \$350 per member
- Deductible ~~\$400~~ \$700 per family
- Emergency room ~~\$90~~ \$150 per visit, waived if admitted
- Urgent care ~~\$90~~ \$40 per visit
- ~~Coinsurance 50%~~ coinsurance, where applicable 0%

Anthem PPO, schedule of Benefits

NOTE THAT ALL IN-NETWORK BENEFITS REMAIN UNCHANGED

- Maximum out-of-pocket of \$750 single \$1,500 family Network unchanged. Maximum out-of-pocket for single ~~\$2,400~~ \$4,000. Maximum out-of-pocket for family ~~\$4,800~~ \$8,000.
- Calendar year deductible individual = \$350 (Network) ~~\$400~~ \$2,000 (Out-of-Network)
- Calendar year deductible family = \$700 (Network) ~~\$800~~ \$4,000 (Out-of-Network)
- Primary Care Physicians copayment = \$20
- Specialist Physicians copayment = \$40

Emergency Room, Urgent Care and Ambulance Service = ~~\$125~~ \$150.

Urgent Care clinic visits for emergency medical = \$40.

APPENDIX B

ARTICLE 4 Section 6

Eyeglass frames every year.

APPENDIX G

ARTICLE 2

Section 2. When Participation Begins

You may begin participating in the plan on the first day of the month following attainment of five months of seniority as of the first payroll period following your **date of hire or the date you become an eligible employee, if later, or as soon as administratively possible after that.** If you leave the Company in the eligible class described above, you will be able to join the Plan again during any payroll period which begins after your return to work.

DURATION & RATIFICATION

The proposed changes in the agreement between the UAW and Mack Trucks will not take effect until the agreement is ratified by a majority vote of the bargaining units of UAW Local 171, Local 677, Local 1247, Local 2301 and Local 2420, and only then on the appropriate dates specified. The agreement, if ratified, would expire at 11:59 p.m. October 1, 2028. This is a summary of the tentative agreement. In all cases the actual contract language will apply.

DUES: A CONSTITUTIONAL MATTER

Dues are determined by UAW Constitutional Convention action and are not a subject of negotiations. Dues are based on the principle that they reflect each member's cash income, normally 2.5 hours of straight-time pay per month. Lump-sum cash payments are subject to dues because they also represent cash income and are assessed at the rate of 1.44%, which is equivalent to 2.5 hours of straight-time pay per month.



HOLIDAYS

Due to customer requirements, the Baltimore Part Distribution Center will observe the core holidays indicated with a (B) below, the Jacksonville Part Distribution Center will observe the core holidays indicated with a (J) below, and the Hagerstown Remanufacturing Operation will observe the core holidays indicated with an (H) below. The remaining holidays will be observed as floating holidays to be scheduled and observed during the

2023 Holidays

Monday	November 13, 2023	Veterans Day
Thursday	November 23, 2023	Thanksgiving ^{B,J,H}
Friday	November 24, 2023	Thanksgiving ^{B,J,H}
Friday	December 22, 2023	Christmas
Monday	December 25, 2023	Christmas ^{B,J,H}
Tuesday	December 26, 2023	Christmas
Wednesday	December 27, 2023	Christmas
Thursday	December 28, 2023	Christmas
Friday	December 29, 2023	Christmas

2024 Holidays

Monday	January 1, 2024	New Year's Day ^{B,J,H}
Monday	January 15, 2024	Martin Luther King Jr. Day ^{B,J,H}
Friday	March 29, 2024	Good Friday ^{B,J,H}
Monday	March 27, 2024	Memorial Day ^{B,J,H}
Thursday	July 4, 2024	Independence Day ^{B,J,H}
Monday	September 2, 2024	Labor Day ^{B,J,H}
Monday	November 11, 2024	Veterans Day
Thursday	November 28, 2024	Thanksgiving ^{B,J,H}
Friday	November 29, 2024	Thanksgiving ^{B,J,H}
Tuesday	December 24, 2024	Christmas ^{B,J,H}
Wednesday	December 25, 2024	Christmas ^{B,J,H}
Thursday	December 26, 2024	Christmas
Friday	December 27, 2024	Christmas
Monday	December 30, 2024	Christmas
Tuesday	December 31, 2024	Christmas ^{B,J,H}

HOLIDAYS

2025 Holidays

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

2026 Holidays

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

HOLIDAYS

2025 Holidays

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

2026 Holidays

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

NOTES

UAW MACK TRUCKS NEGOTIATING TEAM

Shawn Fain

President and Director, UAW Heavy Truck Department

Tim Smith

Director, UAW Region 8

Daniel Vicente

Director, UAW Region 9

John Eblin

Administrative Assistant
UAW Heavy Truck Department

David Snyder

Assistant Director
UAW Heavy Truck Department

International Representatives

Douglas Irvine

UAW Heavy Truck Department

Deron Blakely

UAW Social Security Department

Jimmy Marsh

UAW Health and Safety Department

Bob Mikulan

UAW Research Department

Dave Perkins

UAW Region 8

Craig Stout

UAW Region 8

Kevin Fronheiser

UAW Region 9

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