



UAW MACK TRUCKS TENTATIVE AGREEMENT

MAIN TABLE & LOCAL 677 TABLE • NOV 2023



UAW MACK TRUCKS

LOCAL 677 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 677 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**
- ▶ **Commitment to Keep Class 8 Heavy Trucks at LVO Operations***
- ▶ **Blocked Plant Closure Threat**
- ▶ **Accident & Sickness Strengthened**
- ▶ **Union Input on New Skilled Trades Positions**
- ▶ **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 677 TABLE

After we voted no on the first tentative agreement, we intensified our focus on bargaining at the Local 677 Macungie Local table. There were threats to our work, and threats to our future, at LVO operations and we confronted them directly. Our strong stand on the picket line gave us the power to make more progress at the table. In this new tentative agreement, Local 677 Macungie members have won the following improvements

Class 8 Heavy Trucks & Job Guarantees in New Letter 3

The version of Letter 3 rejected by the membership at the first ratification vote has been scrapped entirely, and the Company has agreed upon a new Letter 3 (included in these materials) that memorializes significant job protection guarantees including:

- LVO Operations is “the primary facility for current and potential future Mack Class 8 Trucks.”
- “The Parties agree that LVO Operations is and will remain the primary facility for the

Company’s production of Class 8 Heavy Trucks.”

- The Company “will not close LVO Operations for the term of the agreement.”
- “At a minimum, LVO will continue to operate two shifts on one production line and one shift on the other production line for the life of the Agreement subject to production limitations and market demand.”

The 8.5 Hour Day

The Company’s last, best and final offer continues to include an 8.5 hour day. However, our strike and our bargaining at the Local table won significant improvements in exchange for the additional half hour, including:

- The new length of day will not be implemented until June 2025.

- **All contractual paid time off** including vacation, holidays, bereavement, casual days, will be paid at an additional half hour of pay.
- The creation of **two guaranteed unpaid sick days for personal illness**, meaning that as long as you provide a doctor’s note you get the day off with no points and no impact at all on attendance.

Accident & Sickness Strengthened

The Company relented to your Committee’s demand that your job be held in cases of accident or sickness beyond the six months in the rejected tentative agreement to the full year necessary to get you to long term disability, if needed.

Input on New Skilled Trades Positions

The Company agreed to your Committee’s demand that the new positions of Mill Wright Level II, Electrician Level II and Team Leaders for Mill Wright and Electrician not be implemented unless and until the Company meets and confers with the Union on the implementation of those positions.



New Letter 3 Language

LETTER 3
FINAL FOR EXECUTION- POST TA
10/26/2023 5:15 pm

During the 2023 negotiations, the Parties have discussed the Company's over \$1 billion dollar planned investment in the future of all Mack Trucks facilities in North America, particularly in LVO Operations (also referred to in this Agreement as Macungie and/or LVO), as the primary facility for current and potential future Mack Class 8 Trucks. This investment and contemplated product allocation demonstrates not only the Company's commitment to the Macungie area and facility but also an investment in the LVO workforce. Specifically, the Parties recognize the strategic importance of the work contained herein to the creation and preservation of jobs for both current and future Company employees.

The Parties agree that LVO Operations is and will remain the primary facility for the Company's production of Class 8 Heavy Trucks and will not close LVO Operations for the term of this Agreement. At a minimum, LVO will continue to operate two shifts on one production line and one shift on the other production line for the life of the agreement subject to production limitations and market demand relevant to the specific product being produced. In making this commitment, it is understood that conditions may arise that are beyond the control of the Company (i.e. decline in customer demand, supply chain, act of God) and could make compliance with this commitment impossible. Should such conditions occur, the Company will review both the conditions and their impact on a particular location with the Union.

The Parties commit to engaging in discussions regarding any necessary assembly process modifications. These discussions will include topics such as creative scheduling, internal inhouse methods, and if applicable, attempts to secure incentives with the State of Pennsylvania if any Class 8 trucks are contemplated to be moved out of LVO to a new facility consistent with this Agreement. These discussions will occur 60 days prior to the Company's decision to move the assembly of a Class 8 truck.

While it is not foreseen that these modifications would lead to a permanent layoff of any personnel covered by this agreement the Parties will address any unintended layoffs in the following manner:

1. In the event a new location is established to move a Class 8 Truck assembled at LVO Operations Mack will follow the Mack transfer/bid provisions for existing LVO job classifications, covered by the Mack Master Agreement and the Macungie Supplemental Agreement as may be necessary at the new facility. The Company and Union will meet to discuss whether transferring or bidding shall be used, based on the proximity of the facility.
2. In the event a new Class 8 Truck facility is established that does not trigger the transfer/bid rights in the preceding paragraph (e.g. new Class 8 Truck product that was never introduced to Macungie) Mack will advise the Union and allow LVO bargaining unit members to apply for positions in the new location, and such

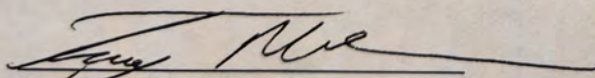
New Letter 3 Language (Continued)

application shall not be unreasonably denied.

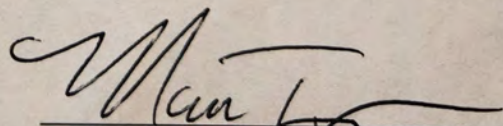
3. Employees hired for any existing LVO job classifications, covered by the Macungie Supplemental Agreement positions at the new facility, will receive at least the GWI, and benefits as provided in the current Mack Master Agreement in place at that time.
4. The Parties agree to adopt a neutral position, regarding organizing at the new facility, with respect to each other. The Company recognizes that the Union will engage in advocacy in pitching the benefits of joining the Union. The Company agrees to inform the employees at the new facility that it is completely neutral regarding the issue of representation by the Union. The Company will provide the Union with access to employees at the new facility in non-work areas during non-work times. When legally appropriate, the Company will voluntarily recognize the Union at the new facility, following a card check. Upon recognition of the Union, the Parties will promptly commence bargaining for a collective bargaining agreement.

Should the definition of Class 8 Trucks change during the duration of this Agreement the parties shall meet to discuss what if any effect it has on this letter.

The Company will continue to work together with the UAW Heavy Truck Department, and UAW Region and Local Representatives, where applicable, to address any concerns that arise under this letter.


Management Approval

10/23/2023
Date


UAW Approval

10/23/2023
Date

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.



LVO Shop Top Rates

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates	Ratification	10/1/2024	10/1/2025	10/1/2026	10/1/2027	10/1/2027 vs. Current
			10%	2%	2%	2%	3%	
2352	Production Technician	\$29.58	\$32.54	\$33.19	\$33.85	\$34.53	\$35.57	20.2%
2354	Production Technician L/O Group	\$29.73	\$32.70	\$33.36	\$34.02	\$34.70	\$35.75	20.2%
2355	Production Technician - Flex	\$30.64	\$33.70	\$34.38	\$35.07	\$35.77	\$36.84	20.2%
2356	Production Technician - Team Leader	\$31.70	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	20.2%
2357	Methods Lab/Line Tech	\$31.70	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	20.2%
2358	Production Tech VEH2-Frame Rail	\$30.41	\$33.45	\$34.12	\$34.80	\$35.50	\$36.56	20.2%
2359	VEH2 Frame Rail Layout	\$29.73	\$32.70	\$33.36	\$34.02	\$34.70	\$35.75	20.2%
2360	Welder/Frame Tech Combination	\$30.48	\$33.53	\$34.20	\$34.88	\$35.58	\$36.65	20.2%
2453	Offline Technician Level 1	\$30.64	\$33.70	\$34.38	\$35.07	\$35.77	\$36.84	20.2%
2454	Offline Technician Level 2	\$31.64	\$34.80	\$35.50	\$36.21	\$36.93	\$38.04	20.2%
2457	Offline Technician Level 3	\$33.14	\$36.45	\$37.18	\$37.93	\$38.69	\$39.85	20.2%
2455	Offline Electrical Specialist Level 1	\$31.64	\$34.80	\$35.50	\$36.21	\$36.93	\$38.04	20.2%
2456	Offline Electrical Specialist Level 2	\$33.14	\$36.45	\$37.18	\$37.93	\$38.69	\$39.85	20.2%
2458	Offline Value Team Leader	\$33.64	\$37.00	\$37.74	\$38.50	\$39.27	\$40.45	20.2%
2509	Material Technician - Team Leader	\$30.37	\$33.41	\$34.08	\$34.76	\$35.45	\$36.52	20.2%
2550	MDO/EMOB/CAC Technician	\$30.64	\$33.70	\$34.38	\$35.07	\$35.77	\$36.84	20.2%
2251	MDO/EMOB/CAC Specialist	\$31.67	\$34.84	\$35.53	\$36.24	\$36.97	\$38.08	20.2%
2552	MDO/EMOB/CAC Technician Welder	\$30.70	\$33.77	\$34.45	\$35.13	\$35.84	\$36.91	20.2%
2553	MDO/EMOB/CAC Welder Tech Combo	\$31.23	\$34.35	\$35.04	\$35.74	\$36.46	\$37.55	20.2%
2561	Production Technician VEH-1 Frame Rail	\$30.41	\$33.45	\$34.12	\$34.80	\$35.50	\$36.56	20.2%
2562	VEH1 Frame Rail Layout	\$29.73	\$32.70	\$33.36	\$34.02	\$34.70	\$35.75	20.2%
2751	Spray Painter - Team Leader	\$31.70	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	20.2%
2752	Spray Painter/Group - OT	\$30.67	\$33.74	\$34.41	\$35.10	\$35.80	\$36.88	20.2%
2753	Utility Welder/Group	\$29.68	\$32.65	\$33.30	\$33.97	\$34.65	\$35.69	20.2%
2754	Sheet Metal Finisher/Group	\$29.52	\$32.47	\$33.12	\$33.78	\$34.46	\$35.49	20.2%
2755	Spray Painter - Team Leader W/ Mix Experience	\$32.22	\$35.44	\$36.15	\$36.87	\$37.61	\$38.74	20.2%
2756	Spray Painter W/ Paint Mix Experience	\$31.19	\$34.31	\$35.00	\$35.70	\$36.41	\$37.50	20.2%
4402	Material Tech Flex	\$29.25	\$32.18	\$32.82	\$33.47	\$34.14	\$35.17	20.2%
4405	Material Technician	\$28.22	\$31.04	\$31.66	\$32.30	\$32.94	\$33.93	20.2%
4406	Jockey Driver	\$29.31	\$32.24	\$32.89	\$33.54	\$34.21	\$35.24	20.2%
4407	CKD Tech	\$28.60	\$31.46	\$32.09	\$32.73	\$33.39	\$34.39	20.2%
4408	Material - LVLC	\$28.22	\$31.04	\$31.66	\$32.30	\$32.94	\$33.93	20.2%
4409	Material Coordinator - LVLC	\$29.31	\$32.24	\$32.89	\$33.54	\$34.21	\$35.24	20.2%
4410	Combilift operator	\$29.31	\$32.24	\$32.89	\$33.54	\$34.21	\$35.24	20.2%
4411	Material Tech Flex - LVLC	\$29.25	\$32.18	\$32.82	\$33.47	\$34.14	\$35.17	20.2%
4412	Maintenance Facilities Clerk	\$29.24	\$32.16	\$32.81	\$33.46	\$34.13	\$35.16	20.2%
4507	Quality Inspector I	\$29.58	\$32.54	\$33.19	\$33.85	\$34.53	\$35.57	20.2%
4508	Training Coordinator	\$32.70	\$35.97	\$36.69	\$37.42	\$38.17	\$39.32	20.2%
4510	Quality Inspector II	\$30.61	\$33.67	\$34.34	\$35.03	\$35.73	\$36.80	20.2%
4511	Quality Gate Technician	\$30.35	\$33.39	\$34.05	\$34.73	\$35.43	\$36.49	20.2%
4512	Quality Specialist	\$31.10	\$34.21	\$34.89	\$35.59	\$36.30	\$37.39	20.2%
4513	Torque Technician	\$30.35	\$33.39	\$34.05	\$34.73	\$35.43	\$36.49	20.2%
4514	Quality Paint Inspection/Touch up	\$30.35	\$33.39	\$34.05	\$34.73	\$35.43	\$36.49	20.2%
4515	Inspection Process Specialist	\$32.61	\$35.87	\$36.59	\$37.32	\$38.07	\$39.21	20.2%
4516	Quality Team Leader	\$31.70	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	20.2%
4609	Electrical Journeyman	\$34.78	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	20.2%
	Electrical Journeyman Level II	\$35.78	\$39.36	\$40.15	\$40.95	\$41.77	\$43.02	20.2%
	Electrical Journeyman Value Team Leader	\$36.78	\$40.46	\$41.27	\$42.09	\$42.93	\$44.22	20.2%
4613	Millwright Journeyman	\$34.78	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	20.2%
	Millwright Journeyman II	\$35.78	\$39.36	\$40.15	\$40.95	\$41.77	\$43.02	20.2%
	Millwright Journeyman Value Team Leader	\$36.78	\$40.46	\$41.27	\$42.09	\$42.93	\$44.22	20.2%
4617	Layout Machinist Journeyman	\$34.96	\$38.46	\$39.23	\$40.01	\$40.81	\$42.03	20.2%
4621	Tool Fixture Welder Journeyman	\$34.88	\$38.37	\$39.14	\$39.92	\$40.72	\$41.94	20.2%
4618	General Maintenance	\$19.82	\$21.80	\$22.24	\$22.68	\$23.14	\$23.83	20.2%

For Employees Hired after January 2018

Currently in Progression Step 1

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates	Ratification	10/1/2024	10/1/2025	10/1/2026	10/1/2027	10/1/2027
		70%	70%	75%	80%	85%	90%	vs. Current
2352	Production Technician	\$20.71	\$22.78	\$24.89	\$27.08	\$29.35	\$32.01	54.6%
2354	Production Technician L/O Group	\$20.81	\$22.89	\$25.02	\$27.22	\$29.50	\$32.17	54.6%
2355	Production Technician - Flex	\$21.45	\$23.59	\$25.78	\$28.05	\$30.40	\$33.16	54.6%
2356	Production Technician - Team Leader	\$22.19	\$24.41	\$26.68	\$29.02	\$31.45	\$34.30	54.6%
2357	Methods Lab/Line Tech	\$22.19	\$24.41	\$26.68	\$29.02	\$31.45	\$34.30	54.6%
2358	Production Tech VEH2-Frame Rail	\$21.29	\$23.42	\$25.59	\$27.84	\$30.17	\$32.91	54.6%
2359	VEH2 Frame Rail Layout	\$20.81	\$22.89	\$25.02	\$27.22	\$29.50	\$32.17	54.6%
2360	Welder/Frame Tech Combination	\$21.34	\$23.47	\$25.65	\$27.91	\$30.24	\$32.98	54.6%
2453	Offline Technician Level 1	\$21.45	\$23.59	\$25.78	\$28.05	\$30.40	\$33.16	54.6%
2454	Offline Technician Level 2	\$22.15	\$24.36	\$26.63	\$28.97	\$31.39	\$34.24	54.6%
2457	Offline Technician Level 3	\$23.20	\$25.52	\$27.89	\$30.34	\$32.88	\$35.86	54.6%
2455	Offline Electrical Specialist Level 1	\$22.15	\$24.36	\$26.63	\$28.97	\$31.39	\$34.24	54.6%
2456	Offline Electrical Specialist Level 2	\$23.20	\$25.52	\$27.89	\$30.34	\$32.88	\$35.86	54.6%
2458	Offline Value Team Leader	\$23.55	\$25.90	\$28.31	\$30.80	\$33.38	\$36.40	54.6%
2509	Material Technician - Team Leader	\$21.26	\$23.38	\$25.56	\$27.81	\$30.13	\$32.86	54.6%
2550	MDO/EMOB/CAC Technician	\$21.45	\$23.59	\$25.78	\$28.05	\$30.40	\$33.16	54.6%
2251	MDO/EMOB/CAC Specialist	\$22.17	\$24.39	\$26.65	\$29.00	\$31.42	\$34.27	54.6%
2552	MDO/EMOB/CAC Technician Welder	\$21.49	\$23.64	\$25.83	\$28.11	\$30.46	\$33.22	54.6%
2553	MDO/EMOB/CAC Welder Tech Combo	\$21.86	\$24.05	\$26.28	\$28.59	\$30.99	\$33.79	54.6%
2561	Production Technician VEH-1 Frame Rail	\$21.29	\$23.42	\$25.59	\$27.84	\$30.17	\$32.91	54.6%
2562	VEH1 Frame Rail Layout	\$20.81	\$22.89	\$25.02	\$27.22	\$29.50	\$32.17	54.6%
2751	Spray Painter - Team Leader	\$22.19	\$24.41	\$26.68	\$29.02	\$31.45	\$34.30	54.6%
2752	Spray Painter/Group - OT	\$21.47	\$23.62	\$25.81	\$28.08	\$30.43	\$33.19	54.6%
2753	Utility Welder/Group	\$20.78	\$22.85	\$24.98	\$27.17	\$29.45	\$32.12	54.6%
2754	Sheet Metal Finisher/Group	\$20.66	\$22.73	\$24.84	\$27.03	\$29.29	\$31.94	54.6%
2755	Spray Painter - Team Leader W/ Mix Experience	\$22.55	\$24.81	\$27.11	\$29.50	\$31.97	\$34.87	54.6%
2756	Spray Painter W/ Paint Mix Experience	\$21.83	\$24.02	\$26.25	\$28.56	\$30.95	\$33.75	54.6%
4402	Material Tech Flex	\$20.48	\$22.52	\$24.61	\$26.78	\$29.02	\$31.65	54.6%
4405	Material Technician	\$19.75	\$21.73	\$23.75	\$25.84	\$28.00	\$30.54	54.6%
4406	Jockey Driver	\$20.52	\$22.57	\$24.66	\$26.83	\$29.08	\$31.72	54.6%
4407	CKD Tech	\$20.02	\$22.02	\$24.07	\$26.18	\$28.38	\$30.95	54.6%
4408	Material - LVLC	\$19.75	\$21.73	\$23.75	\$25.84	\$28.00	\$30.54	54.6%
4409	Material Coordinator - LVLC	\$20.52	\$22.57	\$24.66	\$26.83	\$29.08	\$31.72	54.6%
4410	Combilift operator	\$20.52	\$22.57	\$24.66	\$26.83	\$29.08	\$31.72	54.6%
4411	Material Tech Flex - LVLC	\$20.48	\$22.52	\$24.61	\$26.78	\$29.02	\$31.65	54.6%
4412	Maintenance Facilities Clerk	\$20.47	\$22.51	\$24.61	\$26.77	\$29.01	\$31.64	54.6%
4507	Quality Inspector I	\$20.71	\$22.78	\$24.89	\$27.08	\$29.35	\$32.01	54.6%
4508	Training Coordinator	\$22.89	\$25.18	\$27.52	\$29.94	\$32.45	\$35.39	54.6%
4510	Quality Inspector II	\$21.43	\$23.57	\$25.76	\$28.03	\$30.37	\$33.12	54.6%
4511	Quality Gate Technician	\$21.25	\$23.37	\$25.54	\$27.79	\$30.11	\$32.84	54.6%
4512	Quality Specialist	\$21.77	\$23.95	\$26.17	\$28.47	\$30.86	\$33.65	54.6%
4513	Torque Technician	\$21.25	\$23.37	\$25.54	\$27.79	\$30.11	\$32.84	54.6%
4514	Quality Paint Inspection/Touch up	\$21.25	\$23.37	\$25.54	\$27.79	\$30.11	\$32.84	54.6%
4515	Inspection Process Specialist	\$22.83	\$25.11	\$27.44	\$29.86	\$32.36	\$35.29	54.6%
4516	Quality Team Leader	\$22.19	\$24.41	\$26.68	\$29.02	\$31.45	\$34.30	54.6%
4609	Electrical Journeyman	\$24.35	\$26.78	\$29.27	\$31.84	\$34.51	\$37.64	54.6%
	Electrical Journeyman Level II	\$25.05	\$27.55	\$30.11	\$32.76	\$35.50	\$38.72	54.6%
	Electrical Journeyman Value Team Leader	\$25.75	\$28.32	\$30.95	\$33.67	\$36.49	\$39.80	54.6%
4613	Millwright Journeyman	\$24.35	\$26.78	\$29.27	\$31.84	\$34.51	\$37.64	54.6%
	Millwright Journeyman II	\$25.05	\$27.55	\$30.11	\$32.76	\$35.50	\$38.72	54.6%
	Millwright Journeyman Value Team Leader	\$25.75	\$28.32	\$30.95	\$33.67	\$36.49	\$39.80	54.6%
4617	Layout Machinist Journeyman	\$24.47	\$26.92	\$29.42	\$32.01	\$34.69	\$37.83	54.6%
4621	Tool Fixture Welder Journeyman	\$24.42	\$26.86	\$29.35	\$31.93	\$34.61	\$37.74	54.6%
4618	General Maintenance	\$19.82	\$21.80	\$22.24	\$22.68	\$23.14	\$23.83	20.2%

Wages within each row above reflect the combination of general wage increases and improvements in the progression table, including the removal of one step so employees reach Top Rate more quickly

For Employees Hired after January 2018

Currently in Progression Step 2

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates	Ratification	10/1/2024	10/1/2025	10/1/2026	10/1/2027	10/1/2027
		71%	75%	80%	85%	90%	100%	vs. Current
2352	Production Technician	\$21.00	\$24.40	\$26.55	\$28.77	\$31.08	\$35.57	69.3%
2354	Production Technician L/O Group	\$21.11	\$24.53	\$26.69	\$28.92	\$31.23	\$35.75	69.3%
2355	Production Technician - Flex	\$21.75	\$25.28	\$27.50	\$29.81	\$32.19	\$36.84	69.3%
2356	Production Technician - Team Leader	\$22.51	\$26.15	\$28.45	\$30.84	\$33.30	\$38.11	69.3%
2357	Methods Lab/Line Tech	\$22.51	\$26.15	\$28.45	\$30.84	\$33.30	\$38.11	69.3%
2358	Production Tech VEH2-Frame Rail	\$21.59	\$25.09	\$27.30	\$29.58	\$31.95	\$36.56	69.3%
2359	VEH2 Frame Rail Layout	\$21.11	\$24.53	\$26.69	\$28.92	\$31.23	\$35.75	69.3%
2360	Welder/Frame Tech Combination	\$21.64	\$25.15	\$27.36	\$29.65	\$32.02	\$36.65	69.3%
2453	Offline Technician Level 1	\$21.75	\$25.28	\$27.50	\$29.81	\$32.19	\$36.84	69.3%
2454	Offline Technician Level 2	\$22.46	\$26.10	\$28.40	\$30.78	\$33.24	\$38.04	69.3%
2457	Offline Technician Level 3	\$23.53	\$27.34	\$29.75	\$32.24	\$34.82	\$39.85	69.3%
2455	Offline Electrical Specialist Level 1	\$22.46	\$26.10	\$28.40	\$30.78	\$33.24	\$38.04	69.3%
2456	Offline Electrical Specialist Level 2	\$23.53	\$27.34	\$29.75	\$32.24	\$34.82	\$39.85	69.3%
2458	Offline Value Team Leader	\$23.88	\$27.75	\$30.20	\$32.72	\$35.34	\$40.45	69.3%
2509	Material Technician - Team Leader	\$21.56	\$25.06	\$27.26	\$29.54	\$31.91	\$36.52	69.3%
2550	MDO/EMOB/CAC Technician	\$21.75	\$25.28	\$27.50	\$29.81	\$32.19	\$36.84	69.3%
2251	MDO/EMOB/CAC Specialist	\$22.49	\$26.13	\$28.43	\$30.81	\$33.27	\$38.08	69.3%
2552	MDO/EMOB/CAC Technician Welder	\$21.80	\$25.33	\$27.56	\$29.86	\$32.25	\$36.91	69.3%
2553	MDO/EMOB/CAC Welder Tech Combo	\$22.17	\$25.76	\$28.03	\$30.38	\$32.81	\$37.55	69.3%
2561	Production Technician VEH-1 Frame Rail	\$21.59	\$25.09	\$27.30	\$29.58	\$31.95	\$36.56	69.3%
2562	VEH1 Frame Rail Layout	\$21.11	\$24.53	\$26.69	\$28.92	\$31.23	\$35.75	69.3%
2751	Spray Painter - Team Leader	\$22.51	\$26.15	\$28.45	\$30.84	\$33.30	\$38.11	69.3%
2752	Spray Painter/Group - OT	\$21.78	\$25.30	\$27.53	\$29.83	\$32.22	\$36.88	69.3%
2753	Utility Welder/Group	\$21.07	\$24.49	\$26.64	\$28.87	\$31.18	\$35.69	69.3%
2754	Sheet Metal Finisher/Group	\$20.96	\$24.35	\$26.50	\$28.72	\$31.01	\$35.49	69.3%
2755	Spray Painter - Team Leader W/ Mix Experience	\$22.88	\$26.58	\$28.92	\$31.34	\$33.85	\$38.74	69.3%
2756	Spray Painter W/ Paint Mix Experience	\$22.14	\$25.73	\$28.00	\$30.34	\$32.77	\$37.50	69.3%
4402	Material Tech Flex	\$20.77	\$24.13	\$26.25	\$28.45	\$30.73	\$35.17	69.3%
4405	Material Technician	\$20.04	\$23.28	\$25.33	\$27.45	\$29.65	\$33.93	69.3%
4406	Jockey Driver	\$20.81	\$24.18	\$26.31	\$28.51	\$30.79	\$35.24	69.3%
4407	CKD Tech	\$20.31	\$23.60	\$25.67	\$27.82	\$30.05	\$34.39	69.3%
4408	Material - LVLC	\$20.04	\$23.28	\$25.33	\$27.45	\$29.65	\$33.93	69.3%
4409	Material Coordinator - LVLC	\$20.81	\$24.18	\$26.31	\$28.51	\$30.79	\$35.24	69.3%
4410	Combilift operator	\$20.81	\$24.18	\$26.31	\$28.51	\$30.79	\$35.24	69.3%
4411	Material Tech Flex - LVLC	\$20.77	\$24.13	\$26.25	\$28.45	\$30.73	\$35.17	69.3%
4412	Maintenance Facilities Clerk	\$20.76	\$24.12	\$26.25	\$28.44	\$30.72	\$35.16	69.3%
4507	Quality Inspector I	\$21.00	\$24.40	\$26.55	\$28.77	\$31.08	\$35.57	69.3%
4508	Training Coordinator	\$23.22	\$26.98	\$29.35	\$31.81	\$34.35	\$39.32	69.3%
4510	Quality Inspector II	\$21.73	\$25.25	\$27.48	\$29.78	\$32.16	\$36.80	69.3%
4511	Quality Gate Technician	\$21.55	\$25.04	\$27.24	\$29.52	\$31.89	\$36.49	69.3%
4512	Quality Specialist	\$22.08	\$25.66	\$27.92	\$30.25	\$32.67	\$37.39	69.3%
4513	Torque Technician	\$21.55	\$25.04	\$27.24	\$29.52	\$31.89	\$36.49	69.3%
4514	Quality Paint Inspection/Touch up	\$21.55	\$25.04	\$27.24	\$29.52	\$31.89	\$36.49	69.3%
4515	Inspection Process Specialist	\$23.15	\$26.90	\$29.27	\$31.72	\$34.26	\$39.21	69.3%
4516	Quality Team Leader	\$22.51	\$26.15	\$28.45	\$30.84	\$33.30	\$38.11	69.3%
4609	Electrical Journeyman	\$24.69	\$28.69	\$31.22	\$33.83	\$36.54	\$41.82	69.3%
	Electrical Journeyman Level II	\$25.40	\$29.52	\$32.12	\$34.81	\$37.59	\$43.02	69.3%
	Electrical Journeyman Value Team Leader	\$26.11	\$30.34	\$33.01	\$35.78	\$38.64	\$44.22	69.3%
4613	Millwright Journeyman	\$24.69	\$28.69	\$31.22	\$33.83	\$36.54	\$41.82	69.3%
	Millwright Journeyman II	\$25.40	\$29.52	\$32.12	\$34.81	\$37.59	\$43.02	69.3%
	Millwright Journeyman Value Team Leader	\$26.11	\$30.34	\$33.01	\$35.78	\$38.64	\$44.22	69.3%
4617	Layout Machinist Journeyman	\$24.82	\$28.84	\$31.38	\$34.01	\$36.73	\$42.03	69.3%
4621	Tool Fixture Welder Journeyman	\$24.76	\$28.78	\$31.31	\$33.93	\$36.64	\$41.94	69.3%
4618	General Maintenance	\$19.82	\$21.80	\$22.24	\$22.68	\$23.14	\$23.83	20.2%

Wages within each row above reflect the combination of general wage increases and improvements in the progression table, including the removal of one step so employees reach Top Rate more quickly

For Employees Hired after January 2018

Currently in Progression Step 3

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates	Ratification	10/1/2024	10/1/2025	10/1/2026	10/1/2027	10/1/2027
		72%	80%	85%	90%	100%	100%	vs. Current
2352	Production Technician	\$21.30	\$26.03	\$28.21	\$30.47	\$34.53	\$35.57	67.0%
2354	Production Technician L/O Group	\$21.41	\$26.16	\$28.35	\$30.62	\$34.70	\$35.75	67.0%
2355	Production Technician - Flex	\$22.06	\$26.96	\$29.22	\$31.56	\$35.77	\$36.84	67.0%
2356	Production Technician - Team Leader	\$22.82	\$27.90	\$30.23	\$32.65	\$37.00	\$38.11	67.0%
2357	Methods Lab/Line Tech	\$22.82	\$27.90	\$30.23	\$32.65	\$37.00	\$38.11	67.0%
2358	Production Tech VEH2-Frame Rail	\$21.90	\$26.76	\$29.00	\$31.32	\$35.50	\$36.56	67.0%
2359	VEH2 Frame Rail Layout	\$21.41	\$26.16	\$28.35	\$30.62	\$34.70	\$35.75	67.0%
2360	Welder/Frame Tech Combination	\$21.95	\$26.82	\$29.07	\$31.39	\$35.58	\$36.65	67.0%
2453	Offline Technician Level 1	\$22.06	\$26.96	\$29.22	\$31.56	\$35.77	\$36.84	67.0%
2454	Offline Technician Level 2	\$22.78	\$27.84	\$30.18	\$32.59	\$36.93	\$38.04	67.0%
2457	Offline Technician Level 3	\$23.86	\$29.16	\$31.61	\$34.13	\$38.69	\$39.85	67.0%
2455	Offline Electrical Specialist Level 1	\$22.78	\$27.84	\$30.18	\$32.59	\$36.93	\$38.04	67.0%
2456	Offline Electrical Specialist Level 2	\$23.86	\$29.16	\$31.61	\$34.13	\$38.69	\$39.85	67.0%
2458	Offline Value Team Leader	\$24.22	\$29.60	\$32.08	\$34.65	\$39.27	\$40.45	67.0%
2509	Material Technician - Team Leader	\$21.87	\$26.73	\$28.96	\$31.28	\$35.45	\$36.52	67.0%
2550	MDO/EMOB/CAC Technician	\$22.06	\$26.96	\$29.22	\$31.56	\$35.77	\$36.84	67.0%
2251	MDO/EMOB/CAC Specialist	\$22.80	\$27.87	\$30.20	\$32.62	\$36.97	\$38.08	67.0%
2552	MDO/EMOB/CAC Technician Welder	\$22.10	\$27.02	\$29.28	\$31.62	\$35.84	\$36.91	67.0%
2553	MDO/EMOB/CAC Welder Tech Combo	\$22.49	\$27.48	\$29.78	\$32.17	\$36.46	\$37.55	67.0%
2561	Production Technician VEH-1 Frame Rail	\$21.90	\$26.76	\$29.00	\$31.32	\$35.50	\$36.56	67.0%
2562	VEH1 Frame Rail Layout	\$21.41	\$26.16	\$28.35	\$30.62	\$34.70	\$35.75	67.0%
2751	Spray Painter - Team Leader	\$22.82	\$27.90	\$30.23	\$32.65	\$37.00	\$38.11	67.0%
2752	Spray Painter/Group - OT	\$22.08	\$26.99	\$29.25	\$31.59	\$35.80	\$36.88	67.0%
2753	Utility Welder/Group	\$21.37	\$26.12	\$28.31	\$30.57	\$34.65	\$35.69	67.0%
2754	Sheet Metal Finisher/Group	\$21.25	\$25.98	\$28.15	\$30.41	\$34.46	\$35.49	67.0%
2755	Spray Painter - Team Leader W/ Mix Experience	\$23.20	\$28.35	\$30.73	\$33.19	\$37.61	\$38.74	67.0%
2756	Spray Painter W/ Paint Mix Experience	\$22.46	\$27.45	\$29.75	\$32.13	\$36.41	\$37.50	67.0%
4402	Material Tech Flex	\$21.06	\$25.74	\$27.90	\$30.13	\$34.14	\$35.17	67.0%
4405	Material Technician	\$20.32	\$24.83	\$26.91	\$29.07	\$32.94	\$33.93	67.0%
4406	Jockey Driver	\$21.10	\$25.79	\$27.95	\$30.19	\$34.21	\$35.24	67.0%
4407	CKD Tech	\$20.59	\$25.17	\$27.28	\$29.46	\$33.39	\$34.39	67.0%
4408	Material - LVLC	\$20.32	\$24.83	\$26.91	\$29.07	\$32.94	\$33.93	67.0%
4409	Material Coordinator - LVLC	\$21.10	\$25.79	\$27.95	\$30.19	\$34.21	\$35.24	67.0%
4410	Combilift operator	\$21.10	\$25.79	\$27.95	\$30.19	\$34.21	\$35.24	67.0%
4411	Material Tech Flex - LVLC	\$21.06	\$25.74	\$27.90	\$30.13	\$34.14	\$35.17	67.0%
4412	Maintenance Facilities Clerk	\$21.05	\$25.73	\$27.89	\$30.12	\$34.13	\$35.16	67.0%
4507	Quality Inspector I	\$21.30	\$26.03	\$28.21	\$30.47	\$34.53	\$35.57	67.0%
4508	Training Coordinator	\$23.54	\$28.78	\$31.19	\$33.68	\$38.17	\$39.32	67.0%
4510	Quality Inspector II	\$22.04	\$26.94	\$29.19	\$31.53	\$35.73	\$36.80	67.0%
4511	Quality Gate Technician	\$21.85	\$26.71	\$28.94	\$31.26	\$35.43	\$36.49	67.0%
4512	Quality Specialist	\$22.39	\$27.37	\$29.66	\$32.03	\$36.30	\$37.39	67.0%
4513	Torque Technician	\$21.85	\$26.71	\$28.94	\$31.26	\$35.43	\$36.49	67.0%
4514	Quality Paint Inspection/Touch up	\$21.85	\$26.71	\$28.94	\$31.26	\$35.43	\$36.49	67.0%
4515	Inspection Process Specialist	\$23.48	\$28.70	\$31.10	\$33.59	\$38.07	\$39.21	67.0%
4516	Quality Team Leader	\$22.82	\$27.90	\$30.23	\$32.65	\$37.00	\$38.11	67.0%
4609	Electrical Journeyman	\$25.04	\$30.61	\$33.17	\$35.82	\$40.60	\$41.82	67.0%
	Electrical Journeyman Level II	\$25.76	\$31.49	\$34.12	\$36.85	\$41.77	\$43.02	67.0%
	Electrical Journeyman Value Team Leader	\$26.48	\$32.37	\$35.08	\$37.88	\$42.93	\$44.22	67.0%
4613	Millwright Journeyman	\$25.04	\$30.61	\$33.17	\$35.82	\$40.60	\$41.82	67.0%
	Millwright Journeyman II	\$25.76	\$31.49	\$34.12	\$36.85	\$41.77	\$43.02	67.0%
	Millwright Journeyman Value Team Leader	\$26.48	\$32.37	\$35.08	\$37.88	\$42.93	\$44.22	67.0%
4617	Layout Machinist Journeyman	\$25.17	\$30.76	\$33.34	\$36.01	\$40.81	\$42.03	67.0%
4621	Tool Fixture Welder Journeyman	\$25.11	\$30.69	\$33.27	\$35.93	\$40.72	\$41.94	67.0%
4618	General Maintenance	\$19.82	\$21.80	\$22.24	\$22.68	\$23.14	\$23.83	20.2%

Wages within each row above reflect the combination of general wage increases and improvements in the progression table, including the removal of one step so employees reach Top Rate more quickly

For Employees Hired after January 2018

Currently in Progression Step 4

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates	Ratification	10/1/2024	10/1/2025	10/1/2026	10/1/2027	10/1/2027
		74%	85%	90%	100%	100%	100%	vs. Current
2352	Production Technician	\$21.89	\$27.66	\$29.87	\$33.85	\$34.53	\$35.57	62.5%
2354	Production Technician L/O Group	\$22.00	\$27.80	\$30.02	\$34.02	\$34.70	\$35.75	62.5%
2355	Production Technician - Flex	\$22.67	\$28.65	\$30.94	\$35.07	\$35.77	\$36.84	62.5%
2356	Production Technician - Team Leader	\$23.46	\$29.64	\$32.01	\$36.28	\$37.00	\$38.11	62.5%
2357	Methods Lab/Line Tech	\$23.46	\$29.64	\$32.01	\$36.28	\$37.00	\$38.11	62.5%
2358	Production Tech VEH2-Frame Rail	\$22.50	\$28.43	\$30.71	\$34.80	\$35.50	\$36.56	62.5%
2359	VEH2 Frame Rail Layout	\$22.00	\$27.80	\$30.02	\$34.02	\$34.70	\$35.75	62.5%
2360	Welder/Frame Tech Combination	\$22.56	\$28.50	\$30.78	\$34.88	\$35.58	\$36.65	62.5%
2453	Offline Technician Level 1	\$22.67	\$28.65	\$30.94	\$35.07	\$35.77	\$36.84	62.5%
2454	Offline Technician Level 2	\$23.41	\$29.58	\$31.95	\$36.21	\$36.93	\$38.04	62.5%
2457	Offline Technician Level 3	\$24.52	\$30.99	\$33.46	\$37.93	\$38.69	\$39.85	62.5%
2455	Offline Electrical Specialist Level 1	\$23.41	\$29.58	\$31.95	\$36.21	\$36.93	\$38.04	62.5%
2456	Offline Electrical Specialist Level 2	\$24.52	\$30.99	\$33.46	\$37.93	\$38.69	\$39.85	62.5%
2458	Offline Value Team Leader	\$24.89	\$31.45	\$33.97	\$38.50	\$39.27	\$40.45	62.5%
2509	Material Technician - Team Leader	\$22.47	\$28.40	\$30.67	\$34.76	\$35.45	\$36.52	62.5%
2550	MDO/EMOB/CAC Technician	\$22.67	\$28.65	\$30.94	\$35.07	\$35.77	\$36.84	62.5%
2251	MDO/EMOB/CAC Specialist	\$23.44	\$29.61	\$31.98	\$36.24	\$36.97	\$38.08	62.5%
2552	MDO/EMOB/CAC Technician Welder	\$22.72	\$28.70	\$31.00	\$35.13	\$35.84	\$36.91	62.5%
2553	MDO/EMOB/CAC Welder Tech Combo	\$23.11	\$29.20	\$31.54	\$35.74	\$36.46	\$37.55	62.5%
2561	Production Technician VEH-1 Frame Rail	\$22.50	\$28.43	\$30.71	\$34.80	\$35.50	\$36.56	62.5%
2562	VEH1 Frame Rail Layout	\$22.00	\$27.80	\$30.02	\$34.02	\$34.70	\$35.75	62.5%
2751	Spray Painter - Team Leader	\$23.46	\$29.64	\$32.01	\$36.28	\$37.00	\$38.11	62.5%
2752	Spray Painter/Group - OT	\$22.70	\$28.68	\$30.97	\$35.10	\$35.80	\$36.88	62.5%
2753	Utility Welder/Group	\$21.96	\$27.75	\$29.97	\$33.97	\$34.65	\$35.69	62.5%
2754	Sheet Metal Finisher/Group	\$21.84	\$27.60	\$29.81	\$33.78	\$34.46	\$35.49	62.5%
2755	Spray Painter - Team Leader W/ Mix Experience	\$23.84	\$30.13	\$32.54	\$36.87	\$37.61	\$38.74	62.5%
2756	Spray Painter W/ Paint Mix Experience	\$23.08	\$29.16	\$31.50	\$35.70	\$36.41	\$37.50	62.5%
4402	Material Tech Flex	\$21.65	\$27.35	\$29.54	\$33.47	\$34.14	\$35.17	62.5%
4405	Material Technician	\$20.88	\$26.39	\$28.50	\$32.30	\$32.94	\$33.93	62.5%
4406	Jockey Driver	\$21.69	\$27.40	\$29.60	\$33.54	\$34.21	\$35.24	62.5%
4407	CKD Tech	\$21.16	\$26.74	\$28.88	\$32.73	\$33.39	\$34.39	62.5%
4408	Material - LVLC	\$20.88	\$26.39	\$28.50	\$32.30	\$32.94	\$33.93	62.5%
4409	Material Coordinator - LVLC	\$21.69	\$27.40	\$29.60	\$33.54	\$34.21	\$35.24	62.5%
4410	Combilift operator	\$21.69	\$27.40	\$29.60	\$33.54	\$34.21	\$35.24	62.5%
4411	Material Tech Flex - LVLC	\$21.65	\$27.35	\$29.54	\$33.47	\$34.14	\$35.17	62.5%
4412	Maintenance Facilities Clerk	\$21.64	\$27.34	\$29.53	\$33.46	\$34.13	\$35.16	62.5%
4507	Quality Inspector I	\$21.89	\$27.66	\$29.87	\$33.85	\$34.53	\$35.57	62.5%
4508	Training Coordinator	\$24.20	\$30.57	\$33.02	\$37.42	\$38.17	\$39.32	62.5%
4510	Quality Inspector II	\$22.65	\$28.62	\$30.91	\$35.03	\$35.73	\$36.80	62.5%
4511	Quality Gate Technician	\$22.46	\$28.38	\$30.65	\$34.73	\$35.43	\$36.49	62.5%
4512	Quality Specialist	\$23.01	\$29.08	\$31.40	\$35.59	\$36.30	\$37.39	62.5%
4513	Torque Technician	\$22.46	\$28.38	\$30.65	\$34.73	\$35.43	\$36.49	62.5%
4514	Quality Paint Inspection/Touch up	\$22.46	\$28.38	\$30.65	\$34.73	\$35.43	\$36.49	62.5%
4515	Inspection Process Specialist	\$24.13	\$30.49	\$32.93	\$37.32	\$38.07	\$39.21	62.5%
4516	Quality Team Leader	\$23.46	\$29.64	\$32.01	\$36.28	\$37.00	\$38.11	62.5%
4609	Electrical Journeyman	\$25.74	\$32.52	\$35.12	\$39.80	\$40.60	\$41.82	62.5%
	Electrical Journeyman Level II	\$26.48	\$33.45	\$36.13	\$40.95	\$41.77	\$43.02	62.5%
	Electrical Journeyman Value Team Leader	\$27.22	\$34.39	\$37.14	\$42.09	\$42.93	\$44.22	62.5%
4613	Millwright Journeyman	\$25.74	\$32.52	\$35.12	\$39.80	\$40.60	\$41.82	62.5%
	Millwright Journeyman II	\$26.48	\$33.45	\$36.13	\$40.95	\$41.77	\$43.02	62.5%
	Millwright Journeyman Value Team Leader	\$27.22	\$34.39	\$37.14	\$42.09	\$42.93	\$44.22	62.5%
4617	Layout Machinist Journeyman	\$25.87	\$32.69	\$35.30	\$40.01	\$40.81	\$42.03	62.5%
4621	Tool Fixture Welder Journeyman	\$25.81	\$32.61	\$35.22	\$39.92	\$40.72	\$41.94	62.5%
4618	General Maintenance	\$19.82	\$21.80	\$22.24	\$22.68	\$23.14	\$23.83	20.2%

Wages within each row above reflect the combination of general wage increases and improvements in the progression table, including the removal of one step so employees reach Top Rate more quickly

For Employees Hired after January 2018

Currently in Progression Step 5

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates	Ratification	10/1/2024	10/1/2025	10/1/2026	10/1/2027	10/1/2027
		76%	90%	100%	100%	100%	100%	vs. Current
2352	Production Technician	\$22.48	\$29.28	\$33.19	\$33.85	\$34.53	\$35.57	58.2%
2354	Production Technician L/O Group	\$22.59	\$29.43	\$33.36	\$34.02	\$34.70	\$35.75	58.2%
2355	Production Technician - Flex	\$23.29	\$30.33	\$34.38	\$35.07	\$35.77	\$36.84	58.2%
2356	Production Technician - Team Leader	\$24.09	\$31.38	\$35.57	\$36.28	\$37.00	\$38.11	58.2%
2357	Methods Lab/Line Tech	\$24.09	\$31.38	\$35.57	\$36.28	\$37.00	\$38.11	58.2%
2358	Production Tech VEH2-Frame Rail	\$23.11	\$30.11	\$34.12	\$34.80	\$35.50	\$36.56	58.2%
2359	VEH2 Frame Rail Layout	\$22.59	\$29.43	\$33.36	\$34.02	\$34.70	\$35.75	58.2%
2360	Welder/Frame Tech Combination	\$23.16	\$30.18	\$34.20	\$34.88	\$35.58	\$36.65	58.2%
2453	Offline Technician Level 1	\$23.29	\$30.33	\$34.38	\$35.07	\$35.77	\$36.84	58.2%
2454	Offline Technician Level 2	\$24.05	\$31.32	\$35.50	\$36.21	\$36.93	\$38.04	58.2%
2457	Offline Technician Level 3	\$25.19	\$32.81	\$37.18	\$37.93	\$38.69	\$39.85	58.2%
2455	Offline Electrical Specialist Level 1	\$24.05	\$31.32	\$35.50	\$36.21	\$36.93	\$38.04	58.2%
2456	Offline Electrical Specialist Level 2	\$25.19	\$32.81	\$37.18	\$37.93	\$38.69	\$39.85	58.2%
2458	Offline Value Team Leader	\$25.57	\$33.30	\$37.74	\$38.50	\$39.27	\$40.45	58.2%
2509	Material Technician - Team Leader	\$23.08	\$30.07	\$34.08	\$34.76	\$35.45	\$36.52	58.2%
2550	MDO/EMOB/CAC Technician	\$23.29	\$30.33	\$34.38	\$35.07	\$35.77	\$36.84	58.2%
2251	MDO/EMOB/CAC Specialist	\$24.07	\$31.35	\$35.53	\$36.24	\$36.97	\$38.08	58.2%
2552	MDO/EMOB/CAC Technician Welder	\$23.33	\$30.39	\$34.45	\$35.13	\$35.84	\$36.91	58.2%
2553	MDO/EMOB/CAC Welder Tech Combo	\$23.73	\$30.92	\$35.04	\$35.74	\$36.46	\$37.55	58.2%
2561	Production Technician VEH-1 Frame Rail	\$23.11	\$30.11	\$34.12	\$34.80	\$35.50	\$36.56	58.2%
2562	VEH1 Frame Rail Layout	\$22.59	\$29.43	\$33.36	\$34.02	\$34.70	\$35.75	58.2%
2751	Spray Painter - Team Leader	\$24.09	\$31.38	\$35.57	\$36.28	\$37.00	\$38.11	58.2%
2752	Spray Painter/Group - OT	\$23.31	\$30.36	\$34.41	\$35.10	\$35.80	\$36.88	58.2%
2753	Utility Welder/Group	\$22.56	\$29.38	\$33.30	\$33.97	\$34.65	\$35.69	58.2%
2754	Sheet Metal Finisher/Group	\$22.44	\$29.22	\$33.12	\$33.78	\$34.46	\$35.49	58.2%
2755	Spray Painter - Team Leader W/ Mix Experience	\$24.49	\$31.90	\$36.15	\$36.87	\$37.61	\$38.74	58.2%
2756	Spray Painter W/ Paint Mix Experience	\$23.70	\$30.88	\$35.00	\$35.70	\$36.41	\$37.50	58.2%
4402	Material Tech Flex	\$22.23	\$28.96	\$32.82	\$33.47	\$34.14	\$35.17	58.2%
4405	Material Technician	\$21.45	\$27.94	\$31.66	\$32.30	\$32.94	\$33.93	58.2%
4406	Jockey Driver	\$22.28	\$29.02	\$32.89	\$33.54	\$34.21	\$35.24	58.2%
4407	CKD Tech	\$21.74	\$28.31	\$32.09	\$32.73	\$33.39	\$34.39	58.2%
4408	Material - LVLC	\$21.45	\$27.94	\$31.66	\$32.30	\$32.94	\$33.93	58.2%
4409	Material Coordinator - LVLC	\$22.28	\$29.02	\$32.89	\$33.54	\$34.21	\$35.24	58.2%
4410	Combilift operator	\$22.28	\$29.02	\$32.89	\$33.54	\$34.21	\$35.24	58.2%
4411	Material Tech Flex - LVLC	\$22.23	\$28.96	\$32.82	\$33.47	\$34.14	\$35.17	58.2%
4412	Maintenance Facilities Clerk	\$22.22	\$28.95	\$32.81	\$33.46	\$34.13	\$35.16	58.2%
4507	Quality Inspector I	\$22.48	\$29.28	\$33.19	\$33.85	\$34.53	\$35.57	58.2%
4508	Training Coordinator	\$24.85	\$32.37	\$36.69	\$37.42	\$38.17	\$39.32	58.2%
4510	Quality Inspector II	\$23.26	\$30.30	\$34.34	\$35.03	\$35.73	\$36.80	58.2%
4511	Quality Gate Technician	\$23.07	\$30.05	\$34.05	\$34.73	\$35.43	\$36.49	58.2%
4512	Quality Specialist	\$23.64	\$30.79	\$34.89	\$35.59	\$36.30	\$37.39	58.2%
4513	Torque Technician	\$23.07	\$30.05	\$34.05	\$34.73	\$35.43	\$36.49	58.2%
4514	Quality Paint Inspection/Touch up	\$23.07	\$30.05	\$34.05	\$34.73	\$35.43	\$36.49	58.2%
4515	Inspection Process Specialist	\$24.78	\$32.28	\$36.59	\$37.32	\$38.07	\$39.21	58.2%
4516	Quality Team Leader	\$24.09	\$31.38	\$35.57	\$36.28	\$37.00	\$38.11	58.2%
4609	Electrical Journeyman	\$26.43	\$34.43	\$39.02	\$39.80	\$40.60	\$41.82	58.2%
	Electrical Journeyman Level II	\$27.19	\$35.42	\$40.15	\$40.95	\$41.77	\$43.02	58.2%
	Electrical Journeyman Value Team Leader	\$27.95	\$36.41	\$41.27	\$42.09	\$42.93	\$44.22	58.2%
4613	Millwright Journeyman	\$26.43	\$34.43	\$39.02	\$39.80	\$40.60	\$41.82	58.2%
	Millwright Journeyman II	\$27.19	\$35.42	\$40.15	\$40.95	\$41.77	\$43.02	58.2%
	Millwright Journeyman Value Team Leader	\$27.95	\$36.41	\$41.27	\$42.09	\$42.93	\$44.22	58.2%
4617	Layout Machinist Journeyman	\$26.57	\$34.61	\$39.23	\$40.01	\$40.81	\$42.03	58.2%
4621	Tool Fixture Welder Journeyman	\$26.51	\$34.53	\$39.14	\$39.92	\$40.72	\$41.94	58.2%
4618	General Maintenance	\$19.82	\$21.80	\$22.24	\$22.68	\$23.14	\$23.83	20.2%

Wages within each row above reflect the combination of general wage increases and improvements in the progression table, including the removal of one step so employees reach Top Rate more quickly

For Employees Hired after January 2018

Currently in Progression Step 6

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates 79%	Ratification 100%	10/1/2024 100%	10/1/2025 100%	10/1/2026 100%	10/1/2027 100%	10/1/2027 vs. Current
2352	Production Technician	\$23.37	\$32.54	\$33.19	\$33.85	\$34.53	\$35.57	52.2%
2354	Production Technician L/O Group	\$23.49	\$32.70	\$33.36	\$34.02	\$34.70	\$35.75	52.2%
2355	Production Technician - Flex	\$24.21	\$33.70	\$34.38	\$35.07	\$35.77	\$36.84	52.2%
2356	Production Technician - Team Leader	\$25.04	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	52.2%
2357	Methods Lab/Line Tech	\$25.04	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	52.2%
2358	Production Tech VEH2-Frame Rail	\$24.02	\$33.45	\$34.12	\$34.80	\$35.50	\$36.56	52.2%
2359	VEH2 Frame Rail Layout	\$23.49	\$32.70	\$33.36	\$34.02	\$34.70	\$35.75	52.2%
2360	Welder/Frame Tech Combination	\$24.08	\$33.53	\$34.20	\$34.88	\$35.58	\$36.65	52.2%
2453	Offline Technician Level 1	\$24.21	\$33.70	\$34.38	\$35.07	\$35.77	\$36.84	52.2%
2454	Offline Technician Level 2	\$25.00	\$34.80	\$35.50	\$36.21	\$36.93	\$38.04	52.2%
2457	Offline Technician Level 3	\$26.18	\$36.45	\$37.18	\$37.93	\$38.69	\$39.85	52.2%
2455	Offline Electrical Specialist Level 1	\$25.00	\$34.80	\$35.50	\$36.21	\$36.93	\$38.04	52.2%
2456	Offline Electrical Specialist Level 2	\$26.18	\$36.45	\$37.18	\$37.93	\$38.69	\$39.85	52.2%
2458	Offline Value Team Leader	\$26.58	\$37.00	\$37.74	\$38.50	\$39.27	\$40.45	52.2%
2509	Material Technician - Team Leader	\$23.99	\$33.41	\$34.08	\$34.76	\$35.45	\$36.52	52.2%
2550	MDO/EMOB/CAC Technician	\$24.21	\$33.70	\$34.38	\$35.07	\$35.77	\$36.84	52.2%
2251	MDO/EMOB/CAC Specialist	\$25.02	\$34.84	\$35.53	\$36.24	\$36.97	\$38.08	52.2%
2552	MDO/EMOB/CAC Technician Welder	\$24.25	\$33.77	\$34.45	\$35.13	\$35.84	\$36.91	52.2%
2553	MDO/EMOB/CAC Welder Tech Combo	\$24.67	\$34.35	\$35.04	\$35.74	\$36.46	\$37.55	52.2%
2561	Production Technician VEH-1 Frame Rail	\$24.02	\$33.45	\$34.12	\$34.80	\$35.50	\$36.56	52.2%
2562	VEH1 Frame Rail Layout	\$23.49	\$32.70	\$33.36	\$34.02	\$34.70	\$35.75	52.2%
2751	Spray Painter - Team Leader	\$25.04	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	52.2%
2752	Spray Painter/Group - OT	\$24.23	\$33.74	\$34.41	\$35.10	\$35.80	\$36.88	52.2%
2753	Utility Welder/Group	\$23.45	\$32.65	\$33.30	\$33.97	\$34.65	\$35.69	52.2%
2754	Sheet Metal Finisher/Group	\$23.32	\$32.47	\$33.12	\$33.78	\$34.46	\$35.49	52.2%
2755	Spray Painter - Team Leader W/ Mix Experience	\$25.45	\$35.44	\$36.15	\$36.87	\$37.61	\$38.74	52.2%
2756	Spray Painter W/ Paint Mix Experience	\$24.64	\$34.31	\$35.00	\$35.70	\$36.41	\$37.50	52.2%
4402	Material Tech Flex	\$23.11	\$32.18	\$32.82	\$33.47	\$34.14	\$35.17	52.2%
4405	Material Technician	\$22.29	\$31.04	\$31.66	\$32.30	\$32.94	\$33.93	52.2%
4406	Jockey Driver	\$23.15	\$32.24	\$32.89	\$33.54	\$34.21	\$35.24	52.2%
4407	CKD Tech	\$22.59	\$31.46	\$32.09	\$32.73	\$33.39	\$34.39	52.2%
4408	Material - LVLC	\$22.29	\$31.04	\$31.66	\$32.30	\$32.94	\$33.93	52.2%
4409	Material Coordinator - LVLC	\$23.15	\$32.24	\$32.89	\$33.54	\$34.21	\$35.24	52.2%
4410	Combilift operator	\$23.15	\$32.24	\$32.89	\$33.54	\$34.21	\$35.24	52.2%
4411	Material Tech Flex - LVLC	\$23.11	\$32.18	\$32.82	\$33.47	\$34.14	\$35.17	52.2%
4412	Maintenance Facilities Clerk	\$23.10	\$32.16	\$32.81	\$33.46	\$34.13	\$35.16	52.2%
4507	Quality Inspector I	\$23.37	\$32.54	\$33.19	\$33.85	\$34.53	\$35.57	52.2%
4508	Training Coordinator	\$25.83	\$35.97	\$36.69	\$37.42	\$38.17	\$39.32	52.2%
4510	Quality Inspector II	\$24.18	\$33.67	\$34.34	\$35.03	\$35.73	\$36.80	52.2%
4511	Quality Gate Technician	\$23.98	\$33.39	\$34.05	\$34.73	\$35.43	\$36.49	52.2%
4512	Quality Specialist	\$24.57	\$34.21	\$34.89	\$35.59	\$36.30	\$37.39	52.2%
4513	Torque Technician	\$23.98	\$33.39	\$34.05	\$34.73	\$35.43	\$36.49	52.2%
4514	Quality Paint Inspection/Touch up	\$23.98	\$33.39	\$34.05	\$34.73	\$35.43	\$36.49	52.2%
4515	Inspection Process Specialist	\$25.76	\$35.87	\$36.59	\$37.32	\$38.07	\$39.21	52.2%
4516	Quality Team Leader	\$25.04	\$34.87	\$35.57	\$36.28	\$37.00	\$38.11	52.2%
4609	Electrical Journeyman	\$27.48	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	52.2%
	Electrical Journeyman Level II	\$28.27	\$39.36	\$40.15	\$40.95	\$41.77	\$43.02	52.2%
	Electrical Journeyman Value Team Leader	\$29.06	\$40.46	\$41.27	\$42.09	\$42.93	\$44.22	52.2%
4613	Millwright Journeyman	\$27.48	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	52.2%
	Millwright Journeyman II	\$28.27	\$39.36	\$40.15	\$40.95	\$41.77	\$43.02	52.2%
	Millwright Journeyman Value Team Leader	\$29.06	\$40.46	\$41.27	\$42.09	\$42.93	\$44.22	52.2%
4617	Layout Machinist Journeyman	\$27.62	\$38.46	\$39.23	\$40.01	\$40.81	\$42.03	52.2%
4621	Tool Fixture Welder Journeyman	\$27.56	\$38.37	\$39.14	\$39.92	\$40.72	\$41.94	52.2%
4618	General Maintenance	\$19.82	\$21.80	\$22.24	\$22.68	\$23.14	\$23.83	20.2%

Wages within each row above reflect the combination of general wage increases and improvements in the progression table, including the removal of one step 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	\$2,480.50

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

$$\$4,953.50 \times .941738† = \$4,665.93$$

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

2027 Holidays

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

2028 Holidays

Monday	January 3, 2028	New Year's Day ^{B,J,H}
Monday	January 17, 2028	Martin Luther King Jr. Day ^{B,J,H}
Friday	April 14, 2028	Good Friday ^{B,J,H}
Monday	May 29, 2028	Memorial Day ^{B,J,H}
Tuesday	July 4, 2028	Independence Day ^{B,J,H}
Monday	September 4, 2028	Labor Day ^{B,J,H}

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

MACK TRUCKS COUNCIL MEMBERS

UAW Local 677

Scott Wolf
President

Marc Trezza
Shop Chair

Dave Durgin
EBO/OBU Chair
(Council President)

Al Keefer
Reman Chair

Dan Hand
Rusty Jones
Michael Kalusky
Committeepersons

UAW Local 171

Robert Keller President
(Council VP)

Ron Dietz
Shop Chair

Kati Albert
OBU Chair

Jackie Hinchman
Cores Chair

Brian Sprankle
Tim Teach
Todd Blake
Committeepersons

UAW Local 1247

Brad Houck
President

Mark Bair
Chairperson

Jason Kline
Alternate Chairperson

UAW Local 2420

Cassandra Williams
President

UAW Local 2301

James Swann
President/Chair

Ron Sheffield
Committeeperson