



UAW MACK TRUCKS TENTATIVE AGREEMENT

MAIN TABLE & LOCAL 171 TABLE • NOV 2023



UAW MACK TRUCKS

LOCAL 171 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 171 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**
- ▶ **No Changes to Letter 15, which Remains in Full Force**
- ▶ **All Seniority Rights Restored to Transfer Language**
- ▶ **Retained Current Seniority Bidding on Internal Jobs**
- ▶ **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 171 TABLE

After we voted no on the first tentative agreement, we intensified our focus on bargaining at the Local 171 table. Letter 15 was under attack and seniority rights were threatened on a number of fronts. So we confronted those threats 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 171 members have won the following improvements.

No Changes to Letter 15

The Company has agreed to withdraw any change to Letter 15. It will remain in full force and effect, and there will be no changes from the previous contract.

Seniority Rights on Transfer Language Protected

The Company has completely caved and all seniority rights have been restored to the transfer language.

Seniority Maintained on Internal Job Bids

Your bargaining Committee successfully secured contractual language that guarantees the continuation of the current seniority job bidding process on internal job bids; in other words, there will be no change.



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.



HAGERSTOWN SHOP TOP RATES

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates	Ratification 10%	10/1/2024 2%	10/1/2025 2%	10/1/2026 2%	10/1/2027 3%	10/1/2027 vs. Current
198	MRO Crib	\$30.12	\$33.13	\$33.79	\$34.47	\$35.16	\$36.21	20.2%
260	Electromobility Technician	\$30.70	\$33.77	\$34.45	\$35.13	\$35.84	\$36.91	20.2%
279A *	MQMT - Trainee 1	\$31.62	\$34.86	\$35.57	\$36.30	\$37.04	\$38.17	20.7%
279B *	MQMT - Trainee 2	\$31.87	\$35.11	\$35.82	\$36.55	\$37.29	\$38.42	20.6%
279	MQMT	\$32.37	\$35.61	\$36.32	\$37.05	\$37.79	\$38.92	20.2%
280	Machining Quality Technician	\$31.60	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	20.2%
300	Maintenance Technician	\$25.90	\$28.49	\$29.06	\$29.64	\$30.23	\$31.14	20.2%
345	Heat Treat Technician	\$33.88	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	20.2%
346	Heat Treat Materials Tech	\$29.86	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	20.2%
347 *	Heat Treat Technician-Trainee - 1	\$32.48	\$35.87	\$36.61	\$37.37	\$38.15	\$39.34	21.1%
348 *	Heat Treat Technician-Trainee - 2	\$33.18	\$36.57	\$37.31	\$38.07	\$38.85	\$40.04	20.7%
349	Heat Treat Technician-Trainee - 3	\$33.88	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	20.2%
360	Engine/Transmission Assembly & Paint	\$29.70	\$32.67	\$33.32	\$33.99	\$34.67	\$35.71	20.2%
362	Engine Test	\$29.94	\$32.93	\$33.59	\$34.26	\$34.95	\$36.00	20.2%
364	Material Handling	\$29.45	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	20.2%
369	Product Services Group	\$31.71	\$34.88	\$35.58	\$36.29	\$37.02	\$38.13	20.2%
372	Logistics Checker	\$29.86	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	20.2%
376	Quality Incoming Inspection	\$30.50	\$33.55	\$34.22	\$34.91	\$35.60	\$36.67	20.2%
377	Quality -Tech Warranty	\$31.05	\$34.16	\$34.84	\$35.53	\$36.25	\$37.33	20.2%
378	Quality Tech - Gages	\$31.60	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	20.2%
379A	Quality Materials and Met Lab - Lvl 1	\$31.60	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	20.2%
379B *	Quality Materials and Met Lab - Lvl 2	\$31.85	\$35.01	\$35.71	\$36.41	\$37.14	\$38.24	20.1%
379C *	Quality Materials and Met Lab - Lvl 3	\$32.10	\$35.26	\$35.96	\$36.66	\$37.39	\$38.49	19.9%
379D *	Quality Materials and Met Lab - Lvl 4	\$32.35	\$35.51	\$36.21	\$36.91	\$37.64	\$38.74	19.8%
380	Quality Tech Product Lines	\$31.60	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	20.2%
381	Continuous Improvement Engineer - 1	\$32.81	\$36.09	\$36.81	\$37.55	\$38.30	\$39.45	20.2%
382 *	Continuous Improvement Engineer - 2	\$33.81	\$37.09	\$37.81	\$38.55	\$39.30	\$40.45	19.6%
384	Project Coordinator	\$33.14	\$36.45	\$37.18	\$37.93	\$38.69	\$39.85	20.2%
460 *	Utility 1 - Year 1	\$30.45	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	19.7%
470 *	Utility 1 - Year 2	\$30.95	\$33.92	\$34.57	\$35.24	\$35.92	\$36.96	19.4%
470GF *	Utility 1 - Year 2	\$30.95	\$33.92	\$34.57	\$35.24	\$35.92	\$36.96	19.4%
461	Truck Driver	\$29.45	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	20.2%
475	Utility Clerk	\$29.45	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	20.2%
484	Project Coordinator - Machining	\$33.12	\$36.43	\$37.16	\$37.90	\$38.66	\$39.82	20.2%
498	Support Tech-Materials	\$29.45	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	20.2%
560 *	Utility 2 - Year 1	\$30.45	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	19.7%
570 *	Utility 2 - Year 2	\$31.20	\$34.17	\$34.82	\$35.49	\$36.17	\$37.21	19.3%
600	Training Center Technician	\$30.14	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	20.2%
864	Axles Logistics	\$29.45	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	20.2%
366	Engine Machining Level I	\$30.14	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	20.2%
385 *	Engine Machining Level II	\$30.89	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	19.7%
386 *	Engine Machining Level III	\$31.89	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	19.1%
387 *	Engine Machining Level IV	\$32.64	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	18.7%
374	Transmission Machining - I	\$30.14	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	20.2%
396 *	Transmission Machining - II	\$30.89	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	19.7%
397 *	Transmission Machining - III	\$31.89	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	19.1%
398 *	Transmission Machining - IV	\$32.64	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	18.7%
885	Axles Machining - Lvl I	\$30.14	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	20.2%
886 *	Axles Machining - Lvl II	\$30.89	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	19.7%
887 *	Axles Machining - Lvl III	\$31.89	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	19.1%
888 *	Axles Machining - Lvl IV	\$32.64	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	18.7%
741	Gear and Shaft Machining - Lvl I	\$30.14	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	20.2%
742 *	Gear and Shaft Machining - Lvl II	\$30.89	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	19.7%
743 *	Gear and Shaft Machining - Lvl III	\$31.89	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	19.1%
744 *	Gear and Shaft Machining - Lvl IV	\$32.64	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	18.7%
400 *	Support Tech-Maint. Coordinator	\$27.90	\$30.49	\$31.06	\$31.64	\$32.23	\$33.14	18.8%
602	Training Center Coordinator	\$32.30	\$35.53	\$36.24	\$36.97	\$37.70	\$38.84	20.2%
638 *	VTC-PSG	\$33.71	\$36.88	\$37.58	\$38.29	\$39.02	\$40.13	19.0%
661 *	VTC-ATP	\$31.70	\$34.67	\$35.32	\$35.99	\$36.67	\$37.71	19.0%
663 *	VTC-Engine Test	\$31.94	\$34.93	\$35.59	\$36.26	\$36.95	\$38.00	19.0%
665 *	Material Handling Coordinator	\$31.45	\$34.40	\$35.04	\$35.70	\$36.38	\$37.41	18.9%
673 *	Quality Coordinator	\$33.60	\$36.76	\$37.46	\$38.16	\$38.89	\$39.99	19.0%
667 *	VTC - Engine Mach. Lvl 1	\$32.14	\$35.15	\$35.82	\$36.49	\$37.18	\$38.24	19.0%
685 *	VTC - Engine Mach. Lvl 2	\$32.89	\$35.90	\$36.57	\$37.24	\$37.93	\$38.99	18.5%
686 *	VTC - Engine Mach. Lvl 3	\$33.89	\$36.90	\$37.57	\$38.24	\$38.93	\$39.99	18.0%

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HAGERSTOWN SHOP TOP RATES (CONTINUED)

696 *	VTC - Transmission Mach. Lvl 2	\$32.89	\$35.90	\$36.57	\$37.24	\$37.93	\$38.99	18.5%
697 *	VTC - Transmission Mach. Lvl 3	\$33.89	\$36.90	\$37.57	\$38.24	\$38.93	\$39.99	18.0%
698 *	VTC - Transmission Mach. Lvl 4	\$34.64	\$37.65	\$38.32	\$38.99	\$39.68	\$40.74	17.6%
748 *	VTC - Gear & Shaft Mach. Lvl 4	\$34.64	\$37.65	\$38.32	\$38.99	\$39.68	\$40.74	17.6%
761 *	VTC - Electromobility	\$32.70	\$35.77	\$36.45	\$37.13	\$37.84	\$38.91	19.0%
896 *	VTC - Axle Mach. Lvl 1	\$32.14	\$35.15	\$35.82	\$36.49	\$37.18	\$38.24	19.0%
897 *	VTC - Axle Mach. Lvl 2	\$32.89	\$35.90	\$36.57	\$37.24	\$37.93	\$38.99	18.5%
898 *	VTC - Axle Mach. Lvl 3	\$33.89	\$36.90	\$37.57	\$38.24	\$38.93	\$39.99	18.0%
899 *	VTC - Axle Mach. Lvl 4	\$34.64	\$37.65	\$38.32	\$38.99	\$39.68	\$40.74	17.6%
866 *	Axles Logistics Working Coordinator	\$31.45	\$34.40	\$35.04	\$35.70	\$36.38	\$37.41	18.9%
895 *	VTC - Axle Assembly	\$31.70	\$34.67	\$35.32	\$35.99	\$36.67	\$37.71	19.0%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %



POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 1

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates 70%	Ratification 80%	10/1/2024 85%	10/1/2025 90%	10/1/2026 100%	10/1/2027 100%	10/1/2027 vs. Current
198	MRO Crib	\$21.08	\$26.51	\$28.73	\$31.02	\$35.16	\$36.21	71.8%
260	Electromobility Technician	\$21.49	\$27.02	\$29.28	\$31.62	\$35.84	\$36.91	71.8%
279A *	MQMT - Trainee 1	\$22.13	\$27.89	\$30.23	\$32.67	\$37.04	\$38.17	72.4%
279B *	MQMT - Trainee 2	\$22.31	\$28.09	\$30.45	\$32.89	\$37.29	\$38.42	72.2%
279	MQMT	\$22.66	\$28.49	\$30.87	\$33.34	\$37.79	\$38.92	71.8%
280	Machining Quality Technician	\$22.12	\$27.81	\$30.14	\$32.55	\$36.89	\$37.99	71.8%
345	Heat Treat Technician	\$23.72	\$29.81	\$32.31	\$34.90	\$39.55	\$40.74	71.8%
346	Heat Treat Materials Tech	\$20.90	\$26.28	\$28.48	\$30.76	\$34.86	\$35.90	71.8%
347 *	Heat Treat Technician-Trainee - 1	\$22.74	\$28.69	\$31.12	\$33.64	\$38.15	\$39.34	73.0%
348 *	Heat Treat Technician-Trainee - 2	\$23.23	\$29.25	\$31.72	\$34.27	\$38.85	\$40.04	72.4%
349	Heat Treat Technician-Trainee - 3	\$23.72	\$29.81	\$32.31	\$34.90	\$39.55	\$40.74	71.8%
360	Engine/Transmission Assembly & Paint	\$20.79	\$26.14	\$28.32	\$30.59	\$34.67	\$35.71	71.8%
362	Engine Test	\$20.96	\$26.35	\$28.55	\$30.84	\$34.95	\$36.00	71.8%
364	Material Handling	\$20.62	\$25.92	\$28.09	\$30.33	\$34.38	\$35.41	71.8%
369	Product Services Group	\$22.20	\$27.90	\$30.24	\$32.66	\$37.02	\$38.13	71.8%
372	Logistics Checker	\$20.90	\$26.28	\$28.48	\$30.76	\$34.86	\$35.90	71.8%
376	Quality Incoming Inspection	\$21.35	\$26.84	\$29.09	\$31.41	\$35.60	\$36.67	71.8%
377	Quality -Tech Warranty	\$21.74	\$27.32	\$29.61	\$31.98	\$36.25	\$37.33	71.8%
378	Quality Tech - Gages	\$22.12	\$27.81	\$30.14	\$32.55	\$36.89	\$37.99	71.8%
379A	Quality Materials and Met Lab - Lvl 1	\$22.12	\$27.81	\$30.14	\$32.55	\$36.89	\$37.99	71.8%
379B *	Quality Materials and Met Lab - Lvl 2	\$22.30	\$28.01	\$30.35	\$32.77	\$37.14	\$38.24	71.5%
379C *	Quality Materials and Met Lab - Lvl 3	\$22.47	\$28.21	\$30.56	\$33.00	\$37.39	\$38.49	71.3%
379D *	Quality Materials and Met Lab - Lvl 4	\$22.65	\$28.41	\$30.77	\$33.22	\$37.64	\$38.74	71.1%
380	Quality Tech Product Lines	\$22.12	\$27.81	\$30.14	\$32.55	\$36.89	\$37.99	71.8%
381	Continuous Improvement Engineer - 1	\$22.97	\$28.87	\$31.29	\$33.79	\$38.30	\$39.45	71.8%
382 *	Continuous Improvement Engineer - 2	\$23.67	\$29.67	\$32.14	\$34.69	\$39.30	\$40.45	70.9%
460 *	Utility 1 - Year 1	\$21.32	\$26.74	\$28.96	\$31.27	\$35.42	\$36.46	71.1%
470 *	Utility 1 - Year 2	\$21.67	\$27.14	\$29.39	\$31.72	\$35.92	\$36.96	70.6%
461	Truck Driver	\$20.62	\$25.92	\$28.09	\$30.33	\$34.38	\$35.41	71.8%
475	Utility Clerk	\$20.62	\$25.92	\$28.09	\$30.33	\$34.38	\$35.41	71.8%
498	Support Tech-Materials	\$20.62	\$25.92	\$28.09	\$30.33	\$34.38	\$35.41	71.8%
560 *	Utility 2 - Year 1	\$21.32	\$26.74	\$28.96	\$31.27	\$35.42	\$36.46	71.1%
570 *	Utility 2 - Year 2	\$21.84	\$27.34	\$29.60	\$31.94	\$36.17	\$37.21	70.4%
600	Training Center Technician	\$21.10	\$26.52	\$28.74	\$31.04	\$35.18	\$36.24	71.8%
864	Axles Logistics	\$20.62	\$25.92	\$28.09	\$30.33	\$34.38	\$35.41	71.8%
366	Engine Machining Level I	\$21.10	\$26.52	\$28.74	\$31.04	\$35.18	\$36.24	71.8%
385 *	Engine Machining Level II	\$21.62	\$27.12	\$29.38	\$31.72	\$35.93	\$36.99	71.1%
386 *	Engine Machining Level III	\$22.32	\$27.92	\$30.23	\$32.62	\$36.93	\$37.99	70.2%
387 *	Engine Machining Level IV	\$22.85	\$28.52	\$30.87	\$33.29	\$37.68	\$38.74	69.6%
374	Transmission Machining - I	\$21.10	\$26.52	\$28.74	\$31.04	\$35.18	\$36.24	71.8%
396 *	Transmission Machining - II	\$21.62	\$27.12	\$29.38	\$31.72	\$35.93	\$36.99	71.1%
397 *	Transmission Machining - III	\$22.32	\$27.92	\$30.23	\$32.62	\$36.93	\$37.99	70.2%
398 *	Transmission Machining - IV	\$22.85	\$28.52	\$30.87	\$33.29	\$37.68	\$38.74	69.6%
885	Axles Machining - Lvl I	\$21.10	\$26.52	\$28.74	\$31.04	\$35.18	\$36.24	71.8%
886 *	Axles Machining - Lvl II	\$21.62	\$27.12	\$29.38	\$31.72	\$35.93	\$36.99	71.1%
887 *	Axles Machining - Lvl III	\$22.32	\$27.92	\$30.23	\$32.62	\$36.93	\$37.99	70.2%
888 *	Axles Machining - Lvl IV	\$22.85	\$28.52	\$30.87	\$33.29	\$37.68	\$38.74	69.6%
741	Gear and Shaft Machining - Lvl I	\$21.10	\$26.52	\$28.74	\$31.04	\$35.18	\$36.24	71.8%
742 *	Gear and Shaft Machining - Lvl II	\$21.62	\$27.12	\$29.38	\$31.72	\$35.93	\$36.99	71.1%
743 *	Gear and Shaft Machining - Lvl III	\$22.32	\$27.92	\$30.23	\$32.62	\$36.93	\$37.99	70.2%
744 *	Gear and Shaft Machining - Lvl IV	\$22.85	\$28.52	\$30.87	\$33.29	\$37.68	\$38.74	69.6%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

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

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 2

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates 75%	Ratification 85%	10/1/2024 90%	10/1/2025 100%	10/1/2026 100%	10/1/2027 100%	10/1/2027 vs. Current
198	MRO Crib	\$22.59	\$28.16	\$30.42	\$34.47	\$35.16	\$36.21	60.3%
260	Electromobility Technician	\$23.03	\$28.70	\$31.00	\$35.13	\$35.84	\$36.91	60.3%
279A *	MQMT - Trainee 1	\$23.72	\$29.63	\$32.01	\$36.30	\$37.04	\$38.17	61.0%
279B *	MQMT - Trainee 2	\$23.90	\$29.84	\$32.24	\$36.55	\$37.29	\$38.42	60.7%
279	MQMT	\$24.28	\$30.27	\$32.69	\$37.05	\$37.79	\$38.92	60.3%
280	Machining Quality Technician	\$23.70	\$29.55	\$31.91	\$36.16	\$36.89	\$37.99	60.3%
345	Heat Treat Technician	\$25.41	\$31.68	\$34.21	\$38.77	\$39.55	\$40.74	60.3%
346	Heat Treat Materials Tech	\$22.40	\$27.92	\$30.15	\$34.17	\$34.86	\$35.90	60.3%
347 *	Heat Treat Technician-Trainee - 1	\$24.36	\$30.49	\$32.95	\$37.37	\$38.15	\$39.34	61.5%
348 *	Heat Treat Technician-Trainee - 2	\$24.89	\$31.08	\$33.58	\$38.07	\$38.85	\$40.04	60.9%
349	Heat Treat Technician-Trainee - 3	\$25.41	\$31.68	\$34.21	\$38.77	\$39.55	\$40.74	60.3%
360	Engine/Transmission Assembly & Paint	\$22.28	\$27.77	\$29.99	\$33.99	\$34.67	\$35.71	60.3%
362	Engine Test	\$22.46	\$27.99	\$30.23	\$34.26	\$34.95	\$36.00	60.3%
364	Material Handling	\$22.09	\$27.54	\$29.74	\$33.70	\$34.38	\$35.41	60.3%
369	Product Services Group	\$23.78	\$29.65	\$32.02	\$36.29	\$37.02	\$38.13	60.3%
372	Logistics Checker	\$22.40	\$27.92	\$30.15	\$34.17	\$34.86	\$35.90	60.3%
376	Quality Incoming Inspection	\$22.88	\$28.52	\$30.80	\$34.91	\$35.60	\$36.67	60.3%
377	Quality -Tech Warranty	\$23.29	\$29.03	\$31.35	\$35.53	\$36.25	\$37.33	60.3%
378	Quality Tech - Gages	\$23.70	\$29.55	\$31.91	\$36.16	\$36.89	\$37.99	60.3%
379A	Quality Materials and Met Lab - Lvl 1	\$23.70	\$29.55	\$31.91	\$36.16	\$36.89	\$37.99	60.3%
379B *	Quality Materials and Met Lab - Lvl 2	\$23.89	\$29.76	\$32.13	\$36.41	\$37.14	\$38.24	60.1%
379C *	Quality Materials and Met Lab - Lvl 3	\$24.08	\$29.97	\$32.36	\$36.66	\$37.39	\$38.49	59.9%
379D *	Quality Materials and Met Lab - Lvl 4	\$24.26	\$30.18	\$32.58	\$36.91	\$37.64	\$38.74	59.7%
380	Quality Tech Product Lines	\$23.70	\$29.55	\$31.91	\$36.16	\$36.89	\$37.99	60.3%
381	Continuous Improvement Engineer - 1	\$24.61	\$30.68	\$33.13	\$37.55	\$38.30	\$39.45	60.3%
382 *	Continuous Improvement Engineer - 2	\$25.36	\$31.53	\$34.03	\$38.55	\$39.30	\$40.45	59.5%
460 *	Utility 1 - Year 1	\$22.84	\$28.41	\$30.67	\$34.74	\$35.42	\$36.46	59.6%
470 *	Utility 1 - Year 2	\$23.21	\$28.83	\$31.12	\$35.24	\$35.92	\$36.96	59.2%
461	Truck Driver	\$22.09	\$27.54	\$29.74	\$33.70	\$34.38	\$35.41	60.3%
475	Utility Clerk	\$22.09	\$27.54	\$29.74	\$33.70	\$34.38	\$35.41	60.3%
498	Support Tech-Materials	\$22.09	\$27.54	\$29.74	\$33.70	\$34.38	\$35.41	60.3%
560 *	Utility 2 - Year 1	\$22.84	\$28.41	\$30.67	\$34.74	\$35.42	\$36.46	59.6%
570 *	Utility 2 - Year 2	\$23.40	\$29.04	\$31.34	\$35.49	\$36.17	\$37.21	59.0%
600	Training Center Technician	\$22.61	\$28.18	\$30.44	\$34.49	\$35.18	\$36.24	60.3%
864	Axles Logistics	\$22.09	\$27.54	\$29.74	\$33.70	\$34.38	\$35.41	60.3%
366	Engine Machining Level I	\$22.61	\$28.18	\$30.44	\$34.49	\$35.18	\$36.24	60.3%
385 *	Engine Machining Level II	\$23.17	\$28.82	\$31.11	\$35.24	\$35.93	\$36.99	59.7%
386 *	Engine Machining Level III	\$23.92	\$29.67	\$32.01	\$36.24	\$36.93	\$37.99	58.8%
387 *	Engine Machining Level IV	\$24.48	\$30.31	\$32.69	\$36.99	\$37.68	\$38.74	58.2%
374	Transmission Machining - I	\$22.61	\$28.18	\$30.44	\$34.49	\$35.18	\$36.24	60.3%
396 *	Transmission Machining - II	\$23.17	\$28.82	\$31.11	\$35.24	\$35.93	\$36.99	59.7%
397 *	Transmission Machining - III	\$23.92	\$29.67	\$32.01	\$36.24	\$36.93	\$37.99	58.8%
398 *	Transmission Machining - IV	\$24.48	\$30.31	\$32.69	\$36.99	\$37.68	\$38.74	58.2%
885	Axles Machining - Lvl I	\$22.61	\$28.18	\$30.44	\$34.49	\$35.18	\$36.24	60.3%
886 *	Axles Machining - Lvl II	\$23.17	\$28.82	\$31.11	\$35.24	\$35.93	\$36.99	59.7%
887 *	Axles Machining - Lvl III	\$23.92	\$29.67	\$32.01	\$36.24	\$36.93	\$37.99	58.8%
888 *	Axles Machining - Lvl IV	\$24.48	\$30.31	\$32.69	\$36.99	\$37.68	\$38.74	58.2%
741	Gear and Shaft Machining - Lvl I	\$22.61	\$28.18	\$30.44	\$34.49	\$35.18	\$36.24	60.3%
742 *	Gear and Shaft Machining - Lvl II	\$23.17	\$28.82	\$31.11	\$35.24	\$35.93	\$36.99	59.7%
743 *	Gear and Shaft Machining - Lvl III	\$23.92	\$29.67	\$32.01	\$36.24	\$36.93	\$37.99	58.8%
744 *	Gear and Shaft Machining - Lvl IV	\$24.48	\$30.31	\$32.69	\$36.99	\$37.68	\$38.74	58.2%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

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

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 3

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates 80%	Ratification 90%	10/1/2024 100%	10/1/2025 100%	10/1/2026 100%	10/1/2027 100%	10/1/2027 vs. Current
198	MRO Crib	\$24.10	\$29.82	\$33.79	\$34.47	\$35.16	\$36.21	50.3%
260	Electromobility Technician	\$24.56	\$30.39	\$34.45	\$35.13	\$35.84	\$36.91	50.3%
279A *	MQMT - Trainee 1	\$25.30	\$31.37	\$35.57	\$36.30	\$37.04	\$38.17	50.9%
279B *	MQMT - Trainee 2	\$25.50	\$31.60	\$35.82	\$36.55	\$37.29	\$38.42	50.7%
279	MQMT	\$25.90	\$32.05	\$36.32	\$37.05	\$37.79	\$38.92	50.3%
280	Machining Quality Technician	\$25.28	\$31.28	\$35.46	\$36.16	\$36.89	\$37.99	50.3%
345	Heat Treat Technician	\$27.10	\$33.54	\$38.01	\$38.77	\$39.55	\$40.74	50.3%
346	Heat Treat Materials Tech	\$23.89	\$29.56	\$33.50	\$34.17	\$34.86	\$35.90	50.3%
347 *	Heat Treat Technician-Trainee - 1	\$25.98	\$32.28	\$36.61	\$37.37	\$38.15	\$39.34	51.4%
348 *	Heat Treat Technician-Trainee - 2	\$26.54	\$32.91	\$37.31	\$38.07	\$38.85	\$40.04	50.8%
349	Heat Treat Technician-Trainee - 3	\$27.10	\$33.54	\$38.01	\$38.77	\$39.55	\$40.74	50.3%
360	Engine/Transmission Assembly & Paint	\$23.76	\$29.40	\$33.32	\$33.99	\$34.67	\$35.71	50.3%
362	Engine Test	\$23.95	\$29.64	\$33.59	\$34.26	\$34.95	\$36.00	50.3%
364	Material Handling	\$23.56	\$29.16	\$33.04	\$33.70	\$34.38	\$35.41	50.3%
369	Product Services Group	\$25.37	\$31.39	\$35.58	\$36.29	\$37.02	\$38.13	50.3%
372	Logistics Checker	\$23.89	\$29.56	\$33.50	\$34.17	\$34.86	\$35.90	50.3%
376	Quality Incoming Inspection	\$24.40	\$30.20	\$34.22	\$34.91	\$35.60	\$36.67	50.3%
377	Quality -Tech Warranty	\$24.84	\$30.74	\$34.84	\$35.53	\$36.25	\$37.33	50.3%
378	Quality Tech - Gages	\$25.28	\$31.28	\$35.46	\$36.16	\$36.89	\$37.99	50.3%
379A	Quality Materials and Met Lab - Lvl 1	\$25.28	\$31.28	\$35.46	\$36.16	\$36.89	\$37.99	50.3%
379B *	Quality Materials and Met Lab - Lvl 2	\$25.48	\$31.51	\$35.71	\$36.41	\$37.14	\$38.24	50.1%
379C *	Quality Materials and Met Lab - Lvl 3	\$25.68	\$31.73	\$35.96	\$36.66	\$37.39	\$38.49	49.9%
379D *	Quality Materials and Met Lab - Lvl 4	\$25.88	\$31.96	\$36.21	\$36.91	\$37.64	\$38.74	49.7%
380	Quality Tech Product Lines	\$25.28	\$31.28	\$35.46	\$36.16	\$36.89	\$37.99	50.3%
381	Continuous Improvement Engineer - 1	\$26.25	\$32.48	\$36.81	\$37.55	\$38.30	\$39.45	50.3%
382 *	Continuous Improvement Engineer - 2	\$27.05	\$33.38	\$37.81	\$38.55	\$39.30	\$40.45	49.5%
460 *	Utility 1 - Year 1	\$24.36	\$30.08	\$34.07	\$34.74	\$35.42	\$36.46	49.7%
470 *	Utility 1 - Year 2	\$24.76	\$30.53	\$34.57	\$35.24	\$35.92	\$36.96	49.3%
461	Truck Driver	\$23.56	\$29.16	\$33.04	\$33.70	\$34.38	\$35.41	50.3%
475	Utility Clerk	\$23.56	\$29.16	\$33.04	\$33.70	\$34.38	\$35.41	50.3%
498	Support Tech-Materials	\$23.56	\$29.16	\$33.04	\$33.70	\$34.38	\$35.41	50.3%
560 *	Utility 2 - Year 1	\$24.36	\$30.08	\$34.07	\$34.74	\$35.42	\$36.46	49.7%
570 *	Utility 2 - Year 2	\$24.96	\$30.75	\$34.82	\$35.49	\$36.17	\$37.21	49.1%
600	Training Center Technician	\$24.11	\$29.84	\$33.82	\$34.49	\$35.18	\$36.24	50.3%
864	Axles Logistics	\$23.56	\$29.16	\$33.04	\$33.70	\$34.38	\$35.41	50.3%
366	Engine Machining Level I	\$24.11	\$29.84	\$33.82	\$34.49	\$35.18	\$36.24	50.3%
385 *	Engine Machining Level II	\$24.71	\$30.51	\$34.57	\$35.24	\$35.93	\$36.99	49.7%
386 *	Engine Machining Level III	\$25.51	\$31.41	\$35.57	\$36.24	\$36.93	\$37.99	48.9%
387 *	Engine Machining Level IV	\$26.11	\$32.09	\$36.32	\$36.99	\$37.68	\$38.74	48.4%
374	Transmission Machining - I	\$24.11	\$29.84	\$33.82	\$34.49	\$35.18	\$36.24	50.3%
396 *	Transmission Machining - II	\$24.71	\$30.51	\$34.57	\$35.24	\$35.93	\$36.99	49.7%
397 *	Transmission Machining - III	\$25.51	\$31.41	\$35.57	\$36.24	\$36.93	\$37.99	48.9%
398 *	Transmission Machining - IV	\$26.11	\$32.09	\$36.32	\$36.99	\$37.68	\$38.74	48.4%
885	Axles Machining - Lvl I	\$24.11	\$29.84	\$33.82	\$34.49	\$35.18	\$36.24	50.3%
886 *	Axles Machining - Lvl II	\$24.71	\$30.51	\$34.57	\$35.24	\$35.93	\$36.99	49.7%
887 *	Axles Machining - Lvl III	\$25.51	\$31.41	\$35.57	\$36.24	\$36.93	\$37.99	48.9%
888 *	Axles Machining - Lvl IV	\$26.11	\$32.09	\$36.32	\$36.99	\$37.68	\$38.74	48.4%
741	Gear and Shaft Machining - Lvl I	\$24.11	\$29.84	\$33.82	\$34.49	\$35.18	\$36.24	50.3%
742 *	Gear and Shaft Machining - Lvl II	\$24.71	\$30.51	\$34.57	\$35.24	\$35.93	\$36.99	49.7%
743 *	Gear and Shaft Machining - Lvl III	\$25.51	\$31.41	\$35.57	\$36.24	\$36.93	\$37.99	48.9%
744 *	Gear and Shaft Machining - Lvl IV	\$26.11	\$32.09	\$36.32	\$36.99	\$37.68	\$38.74	48.4%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

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

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 4

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates 85%	Ratification 100%	10/1/2024 100%	10/1/2025 100%	10/1/2026 100%	10/1/2027 100%	10/1/2027 vs. Current
198	MRO Crib	\$25.60	\$33.13	\$33.79	\$34.47	\$35.16	\$36.21	41.5%
260	Electromobility Technician	\$26.10	\$33.77	\$34.45	\$35.13	\$35.84	\$36.91	41.5%
279A *	MQMT - Trainee 1	\$26.88	\$34.86	\$35.57	\$36.30	\$37.04	\$38.17	42.0%
279B *	MQMT - Trainee 2	\$27.09	\$35.11	\$35.82	\$36.55	\$37.29	\$38.42	41.8%
279	MQMT	\$27.51	\$35.61	\$36.32	\$37.05	\$37.79	\$38.92	41.5%
280	Machining Quality Technician	\$26.86	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	41.5%
345	Heat Treat Technician	\$28.80	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	41.5%
346	Heat Treat Materials Tech	\$25.38	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	41.5%
347 *	Heat Treat Technician-Trainee - 1	\$27.61	\$35.87	\$36.61	\$37.37	\$38.15	\$39.34	42.5%
348 *	Heat Treat Technician-Trainee - 2	\$28.20	\$36.57	\$37.31	\$38.07	\$38.85	\$40.04	42.0%
349	Heat Treat Technician-Trainee - 3	\$28.80	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	41.5%
360	Engine/Transmission Assembly & Paint	\$25.25	\$32.67	\$33.32	\$33.99	\$34.67	\$35.71	41.5%
362	Engine Test	\$25.45	\$32.93	\$33.59	\$34.26	\$34.95	\$36.00	41.5%
364	Material Handling	\$25.03	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	41.5%
369	Product Services Group	\$26.95	\$34.88	\$35.58	\$36.29	\$37.02	\$38.13	41.5%
372	Logistics Checker	\$25.38	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	41.5%
376	Quality Incoming Inspection	\$25.93	\$33.55	\$34.22	\$34.91	\$35.60	\$36.67	41.5%
377	Quality -Tech Warranty	\$26.39	\$34.16	\$34.84	\$35.53	\$36.25	\$37.33	41.5%
378	Quality Tech - Gages	\$26.86	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	41.5%
379A	Quality Materials and Met Lab - Lvl 1	\$26.86	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	41.5%
379B *	Quality Materials and Met Lab - Lvl 2	\$27.07	\$35.01	\$35.71	\$36.41	\$37.14	\$38.24	41.3%
379C *	Quality Materials and Met Lab - Lvl 3	\$27.29	\$35.26	\$35.96	\$36.66	\$37.39	\$38.49	41.1%
379D *	Quality Materials and Met Lab - Lvl 4	\$27.50	\$35.51	\$36.21	\$36.91	\$37.64	\$38.74	40.9%
380	Quality Tech Product Lines	\$26.86	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	41.5%
381	Continuous Improvement Engineer - 1	\$27.89	\$36.09	\$36.81	\$37.55	\$38.30	\$39.45	41.5%
382 *	Continuous Improvement Engineer - 2	\$28.74	\$37.09	\$37.81	\$38.55	\$39.30	\$40.45	40.7%
460 *	Utility 1 - Year 1	\$25.88	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	40.9%
470 *	Utility 1 - Year 2	\$26.31	\$33.92	\$34.57	\$35.24	\$35.92	\$36.96	40.5%
461	Truck Driver	\$25.03	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	41.5%
475	Utility Clerk	\$25.03	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	41.5%
498	Support Tech-Materials	\$25.03	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	41.5%
560 *	Utility 2 - Year 1	\$25.88	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	40.9%
570 *	Utility 2 - Year 2	\$26.52	\$34.17	\$34.82	\$35.49	\$36.17	\$37.21	40.3%
600	Training Center Technician	\$25.62	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	41.5%
864	Axles Logistics	\$25.03	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	41.5%
366	Engine Machining Level I	\$25.62	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	41.5%
385 *	Engine Machining Level II	\$26.26	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	40.9%
386 *	Engine Machining Level III	\$27.11	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	40.1%
387 *	Engine Machining Level IV	\$27.74	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	39.6%
374	Transmission Machining - I	\$25.62	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	41.5%
396 *	Transmission Machining - II	\$26.26	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	40.9%
397 *	Transmission Machining - III	\$27.11	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	40.1%
398 *	Transmission Machining - IV	\$27.74	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	39.6%
885	Axles Machining - Lvl I	\$25.62	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	41.5%
886 *	Axles Machining - Lvl II	\$26.26	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	40.9%
887 *	Axles Machining - Lvl III	\$27.11	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	40.1%
888 *	Axles Machining - Lvl IV	\$27.74	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	39.6%
741	Gear and Shaft Machining - Lvl I	\$25.62	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	41.5%
742 *	Gear and Shaft Machining - Lvl II	\$26.26	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	40.9%
743 *	Gear and Shaft Machining - Lvl III	\$27.11	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	40.1%
744 *	Gear and Shaft Machining - Lvl IV	\$27.74	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	39.6%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

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

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 5

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Rates 90%	Ratification 100%	10/1/2024 100%	10/1/2025 100%	10/1/2026 100%	10/1/2027 100%	
198	MRO Crib	\$27.11	\$33.13	\$33.79	\$34.47	\$35.16	\$36.21	33.6%
260	Electromobility Technician	\$27.63	\$33.77	\$34.45	\$35.13	\$35.84	\$36.91	33.6%
279A *	MQMT - Trainee 1	\$28.46	\$34.86	\$35.57	\$36.30	\$37.04	\$38.17	34.1%
279B *	MQMT - Trainee 2	\$28.68	\$35.11	\$35.82	\$36.55	\$37.29	\$38.42	33.9%
279	MQMT	\$29.13	\$35.61	\$36.32	\$37.05	\$37.79	\$38.92	33.6%
280	Machining Quality Technician	\$28.44	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	33.6%
345	Heat Treat Technician	\$30.49	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	33.6%
346	Heat Treat Materials Tech	\$26.87	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	33.6%
347 *	Heat Treat Technician-Trainee - 1	\$29.23	\$35.87	\$36.61	\$37.37	\$38.15	\$39.34	34.6%
348 *	Heat Treat Technician-Trainee - 2	\$29.86	\$36.57	\$37.31	\$38.07	\$38.85	\$40.04	34.1%
349	Heat Treat Technician-Trainee - 3	\$30.49	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	33.6%
360	Engine/Transmission Assembly & Paint	\$26.73	\$32.67	\$33.32	\$33.99	\$34.67	\$35.71	33.6%
362	Engine Test	\$26.95	\$32.93	\$33.59	\$34.26	\$34.95	\$36.00	33.6%
364	Material Handling	\$26.51	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	33.6%
369	Product Services Group	\$28.54	\$34.88	\$35.58	\$36.29	\$37.02	\$38.13	33.6%
372	Logistics Checker	\$26.87	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	33.6%
376	Quality Incoming Inspection	\$27.45	\$33.55	\$34.22	\$34.91	\$35.60	\$36.67	33.6%
377	Quality -Tech Warranty	\$27.95	\$34.16	\$34.84	\$35.53	\$36.25	\$37.33	33.6%
378	Quality Tech - Gages	\$28.44	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	33.6%
379A	Quality Materials and Met Lab - Lvl 1	\$28.44	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	33.6%
379B *	Quality Materials and Met Lab - Lvl 2	\$28.67	\$35.01	\$35.71	\$36.41	\$37.14	\$38.24	33.4%
379C *	Quality Materials and Met Lab - Lvl 3	\$28.89	\$35.26	\$35.96	\$36.66	\$37.39	\$38.49	33.2%
379D *	Quality Materials and Met Lab - Lvl 4	\$29.12	\$35.51	\$36.21	\$36.91	\$37.64	\$38.74	33.1%
380	Quality Tech Product Lines	\$28.44	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	33.6%
381	Continuous Improvement Engineer - 1	\$29.53	\$36.09	\$36.81	\$37.55	\$38.30	\$39.45	33.6%
382 *	Continuous Improvement Engineer - 2	\$30.43	\$37.09	\$37.81	\$38.55	\$39.30	\$40.45	32.9%
460 *	Utility 1 - Year 1	\$27.41	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	33.0%
470 *	Utility 1 - Year 2	\$27.86	\$33.92	\$34.57	\$35.24	\$35.92	\$36.96	32.7%
461	Truck Driver	\$26.51	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	33.6%
475	Utility Clerk	\$26.51	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	33.6%
498	Support Tech-Materials	\$26.51	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	33.6%
560 *	Utility 2 - Year 1	\$27.41	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	33.0%
570 *	Utility 2 - Year 2	\$28.08	\$34.17	\$34.82	\$35.49	\$36.17	\$37.21	32.5%
600	Training Center Technician	\$27.13	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	33.6%
864	Axles Logistics	\$26.51	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	33.6%
366	Engine Machining Level I	\$27.13	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	33.6%
385 *	Engine Machining Level II	\$27.80	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	33.0%
386 *	Engine Machining Level III	\$28.70	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	32.4%
387 *	Engine Machining Level IV	\$29.38	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	31.9%
374	Transmission Machining - I	\$27.13	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	33.6%
396 *	Transmission Machining - II	\$27.80	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	33.0%
397 *	Transmission Machining - III	\$28.70	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	32.4%
398 *	Transmission Machining - IV	\$29.38	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	31.9%
885	Axles Machining - Lvl I	\$27.13	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	33.6%
886 *	Axles Machining - Lvl II	\$27.80	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	33.0%
887 *	Axles Machining - Lvl III	\$28.70	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	32.4%
888 *	Axles Machining - Lvl IV	\$29.38	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	31.9%
741	Gear and Shaft Machining - Lvl I	\$27.13	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	33.6%
742 *	Gear and Shaft Machining - Lvl II	\$27.80	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	33.0%
743 *	Gear and Shaft Machining - Lvl III	\$28.70	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	32.4%
744 *	Gear and Shaft Machining - Lvl IV	\$29.38	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	31.9%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

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

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 6

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change
		Rates 95%	Ratification 100%	10/1/2024 100%	10/1/2025 100%	10/1/2026 100%	10/1/2027 100%	10/1/2027 vs. Current
198	MRO Crib	\$28.61	\$33.13	\$33.79	\$34.47	\$35.16	\$36.21	26.6%
260	Electromobility Technician	\$29.17	\$33.77	\$34.45	\$35.13	\$35.84	\$36.91	26.6%
279A *	MQMT - Trainee 1	\$30.04	\$34.86	\$35.57	\$36.30	\$37.04	\$38.17	27.1%
279B *	MQMT - Trainee 2	\$30.28	\$35.11	\$35.82	\$36.55	\$37.29	\$38.42	26.9%
279	MQMT	\$30.75	\$35.61	\$36.32	\$37.05	\$37.79	\$38.92	26.6%
280	Machining Quality Technician	\$30.02	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	26.6%
345	Heat Treat Technician	\$32.19	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	26.6%
346	Heat Treat Materials Tech	\$28.37	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	26.6%
347 *	Heat Treat Technician-Trainee - 1	\$30.86	\$35.87	\$36.61	\$37.37	\$38.15	\$39.34	27.5%
348 *	Heat Treat Technician-Trainee - 2	\$31.52	\$36.57	\$37.31	\$38.07	\$38.85	\$40.04	27.0%
349	Heat Treat Technician-Trainee - 3	\$32.19	\$37.27	\$38.01	\$38.77	\$39.55	\$40.74	26.6%
360	Engine/Transmission Assembly & Paint	\$28.22	\$32.67	\$33.32	\$33.99	\$34.67	\$35.71	26.6%
362	Engine Test	\$28.44	\$32.93	\$33.59	\$34.26	\$34.95	\$36.00	26.6%
364	Material Handling	\$27.98	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	26.6%
369	Product Services Group	\$30.12	\$34.88	\$35.58	\$36.29	\$37.02	\$38.13	26.6%
372	Logistics Checker	\$28.37	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	26.6%
376	Quality Incoming Inspection	\$28.98	\$33.55	\$34.22	\$34.91	\$35.60	\$36.67	26.6%
377	Quality -Tech Warranty	\$29.50	\$34.16	\$34.84	\$35.53	\$36.25	\$37.33	26.6%
378	Quality Tech - Gages	\$30.02	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	26.6%
379A	Quality Materials and Met Lab - Lvl 1	\$30.02	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	26.6%
379B *	Quality Materials and Met Lab - Lvl 2	\$30.26	\$35.01	\$35.71	\$36.41	\$37.14	\$38.24	26.4%
379C *	Quality Materials and Met Lab - Lvl 3	\$30.50	\$35.26	\$35.96	\$36.66	\$37.39	\$38.49	26.2%
379D *	Quality Materials and Met Lab - Lvl 4	\$30.73	\$35.51	\$36.21	\$36.91	\$37.64	\$38.74	26.1%
380	Quality Tech Product Lines	\$30.02	\$34.76	\$35.46	\$36.16	\$36.89	\$37.99	26.6%
381	Continuous Improvement Engineer - 1	\$31.17	\$36.09	\$36.81	\$37.55	\$38.30	\$39.45	26.6%
382 *	Continuous Improvement Engineer - 2	\$32.12	\$37.09	\$37.81	\$38.55	\$39.30	\$40.45	25.9%
460 *	Utility 1 - Year 1	\$28.93	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	26.0%
470 *	Utility 1 - Year 2	\$29.40	\$33.92	\$34.57	\$35.24	\$35.92	\$36.96	25.7%
461	Truck Driver	\$27.98	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	26.6%
475	Utility Clerk	\$27.98	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	26.6%
498	Support Tech-Materials	\$27.98	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	26.6%
560 *	Utility 2 - Year 1	\$28.93	\$33.42	\$34.07	\$34.74	\$35.42	\$36.46	26.0%
570 *	Utility 2 - Year 2	\$29.64	\$34.17	\$34.82	\$35.49	\$36.17	\$37.21	25.5%
600	Training Center Technician	\$28.63	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	26.6%
864	Axles Logistics	\$27.98	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	26.6%
366	Engine Machining Level I	\$28.63	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	26.6%
385 *	Engine Machining Level II	\$29.35	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	26.0%
386 *	Engine Machining Level III	\$30.30	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	25.4%
387 *	Engine Machining Level IV	\$31.01	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	24.9%
374	Transmission Machining - I	\$28.63	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	26.6%
396 *	Transmission Machining - II	\$29.35	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	26.0%
397 *	Transmission Machining - III	\$30.30	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	25.4%
398 *	Transmission Machining - IV	\$31.01	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	24.9%
885	Axles Machining - Lvl I	\$28.63	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	26.6%
886 *	Axles Machining - Lvl II	\$29.35	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	26.0%
887 *	Axles Machining - Lvl III	\$30.30	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	25.4%
888 *	Axles Machining - Lvl IV	\$31.01	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	24.9%
741	Gear and Shaft Machining - Lvl I	\$28.63	\$33.15	\$33.82	\$34.49	\$35.18	\$36.24	26.6%
742 *	Gear and Shaft Machining - Lvl II	\$29.35	\$33.90	\$34.57	\$35.24	\$35.93	\$36.99	26.0%
743 *	Gear and Shaft Machining - Lvl III	\$30.30	\$34.90	\$35.57	\$36.24	\$36.93	\$37.99	25.4%
744 *	Gear and Shaft Machining - Lvl IV	\$31.01	\$35.65	\$36.32	\$36.99	\$37.68	\$38.74	24.9%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

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

HAGERSTOWN SKILLED TRADES TOP RATES

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Rates	Ratification 10%	10/1/2024 2%	10/1/2025 2%	10/1/2026 2%	10/1/2027 3%	
406	Electrician	\$34.78	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	20.2%
410	Shift Engineer	\$34.78	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	20.2%
444	Mechanic - Industrial Truck	\$34.78	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	20.2%
453	Maintenance Mechanic	\$34.78	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	20.2%
462	Toolmaker	\$34.78	\$38.26	\$39.02	\$39.80	\$40.60	\$41.82	20.2%
NEW	Powertrain Electronic Technician	\$37.21	\$40.93	\$41.75	\$42.58	\$43.44	\$44.74	20.2%
NEW	Powertrain Maintenance Mechanic	\$35.82	\$39.40	\$40.19	\$40.99	\$41.81	\$43.07	20.2%
NEW *	Powetrain Electronic Technician - PM Coordinator - Year 1	\$38.21	\$41.93	\$42.75	\$43.58	\$44.44	\$45.74	19.7%
NEW *	Powetrain Electronic Technician - PM Coordinator - Year 2	\$39.21	\$42.93	\$43.75	\$44.58	\$45.44	\$46.74	19.2%
NEW *	Powetrain Maintenance Mechanic - PM Coordinator - Year 1	\$36.82	\$40.40	\$41.19	\$41.99	\$42.81	\$44.07	19.7%
NEW *	Powetrain Maintenance Mechanic - PM Coordinator - Year 2	\$37.82	\$41.40	\$42.19	\$42.99	\$43.81	\$45.07	19.2%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

HAGERSTOWN EBU RATES

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Rates	Ratification 10%	10/1/2024 2%	10/1/2025 2%	10/1/2026 2%	10/1/2027 3%	
355	Engineering Powertrain Technician (Mechanic)	\$1,272.86	\$1,400.15	\$1,428.15	\$1,456.71	\$1,485.85	\$1,530.42	20.2%
356*	Engineering Powertrain Technician (Mechanic) - Grou	\$1,312.86	\$1,440.15	\$1,468.15	\$1,496.71	\$1,525.85	\$1,570.42	19.6%
379	Engineering Designer - Level One	\$1,388.44	\$1,527.28	\$1,557.83	\$1,588.99	\$1,620.77	\$1,669.39	20.2%
380	Engineering Designer - Level Two	\$1,433.59	\$1,576.95	\$1,608.49	\$1,640.66	\$1,673.47	\$1,723.68	20.2%
381*	Engineering Designer - Group Leader	\$1,473.59	\$1,616.95	\$1,648.49	\$1,680.66	\$1,713.47	\$1,763.68	19.7%
390	Engineering Instrumentation Tech	\$1,388.44	\$1,527.28	\$1,557.83	\$1,588.99	\$1,620.77	\$1,669.39	20.2%
391*	Engineering Instrumentation Tech - Group Leader	\$1,428.44	\$1,567.28	\$1,597.83	\$1,628.99	\$1,660.77	\$1,709.39	19.7%
382	Engineering Liaison	\$1,243.39	\$1,367.73	\$1,395.08	\$1,422.99	\$1,451.44	\$1,494.99	20.2%
383*	Engineering Liaison - Group Leader	\$1,283.39	\$1,407.73	\$1,435.08	\$1,462.99	\$1,491.44	\$1,534.99	19.6%
394	Engineering Machinist	\$1,406.39	\$1,547.03	\$1,577.97	\$1,609.53	\$1,641.72	\$1,690.97	20.2%
395*	Engineering Machinist - Group Leader	\$1,446.39	\$1,587.03	\$1,617.97	\$1,649.53	\$1,681.72	\$1,730.97	19.7%
590	Engineering Services Coordinator	\$1,208.18	\$1,329.00	\$1,355.58	\$1,382.69	\$1,410.34	\$1,452.65	20.2%
595*	Engineering Services Coordinator - Group Leader	\$1,248.18	\$1,369.00	\$1,395.58	\$1,422.69	\$1,450.34	\$1,492.65	19.6%
392	Engineering Test Tech	\$1,365.18	\$1,501.70	\$1,531.73	\$1,562.37	\$1,593.61	\$1,641.42	20.2%
393*	Engineering Test Tech - Group Leader	\$1,405.18	\$1,541.70	\$1,571.73	\$1,602.37	\$1,633.61	\$1,681.42	19.7%
506	Maintenance Electrician	\$1,391.20	\$1,530.32	\$1,560.93	\$1,592.14	\$1,623.99	\$1,672.71	20.2%
553	Maintenance Mechanic	\$1,391.20	\$1,530.32	\$1,560.93	\$1,592.14	\$1,623.99	\$1,672.71	20.2%
566	Maintenance HVAC	\$1,391.20	\$1,530.32	\$1,560.93	\$1,592.14	\$1,623.99	\$1,672.71	20.2%
598	Maintenance Cleaning Person (Porter)	\$1,036.00	\$1,139.60	\$1,162.39	\$1,185.64	\$1,209.35	\$1,245.63	20.2%

* - Top Rates for these Job Codes are based on a set dollar amount increase over a Base Position instead of applying the Wage Increase %

HAGERSTOWN OBU RATES

PS CODE	JOB TITLE	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Rates	Ratification 10%	10/1/2024 2%	10/1/2025 2%	10/1/2026 2%	10/1/2027 3%	
515	Material Controller / Expense	\$1,320.94	\$1,453.03	\$1,482.09	\$1,511.74	\$1,541.97	\$1,588.23	20.2%
576	Site Material Controller 2	\$1,279.32	\$1,407.25	\$1,435.40	\$1,464.10	\$1,493.39	\$1,538.19	20.2%
525	Global Material Controller	\$1,320.94	\$1,453.03	\$1,482.09	\$1,511.74	\$1,541.97	\$1,588.23	20.2%
500	Implementation Leader / Material Controller	\$1,362.56	\$1,498.82	\$1,528.79	\$1,559.37	\$1,590.56	\$1,638.27	20.2%
505	Implementation Leader / Material Controller 2	\$1,404.19	\$1,544.61	\$1,575.50	\$1,607.01	\$1,639.15	\$1,688.33	20.2%

HAGERSTOWN TRANSITIONAL WORKERS TOP RATES

PS CODE	JOB TITLE	Current	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Transitional Worker Rates	Rates	Ratification 10%	10/1/2024 2%	10/1/2025 2%	10/1/2026 2%	10/1/2027 3%	
300T**	Maintenance Technician	\$19.55	\$25.90	\$28.49	\$29.06	\$29.64	\$30.23	\$31.14	59.3%
346T	Heat Treat Materials Tech	\$19.55	\$29.86	\$32.85	\$33.50	\$34.17	\$34.86	\$35.90	83.6%
360T	Engine/Transmission Assembly & Paint	\$19.55	\$29.70	\$32.67	\$33.32	\$33.99	\$34.67	\$35.71	82.7%
364T	Material Handling	\$19.55	\$29.45	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	81.1%
498T	Support Tech-Materials	\$19.55	\$29.45	\$32.40	\$33.04	\$33.70	\$34.38	\$35.41	81.1%

** -- Job Classification is excluded from Progression

POSITIONS SUBJECT TO PROGRESSION

TRANSITIONAL WORKER MOVED INTO PROGRESSION STEP 1

PS CODE	JOB TITLE	Current	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Transitional Worker Rates	Rates 70%	Ratification 70%	10/1/2024 75%	10/1/2025 80%	10/1/2026 85%	10/1/2027 90%	
346T	Heat Treat Materials Tech	\$19.55	\$20.90	\$22.99	\$25.13	\$27.34	\$29.63	\$32.31	65.3%
360T	Engine/Transmission Assembly & Paint	\$19.55	\$20.79	\$22.87	\$24.99	\$27.19	\$29.47	\$32.14	64.4%
364T	Material Handling	\$19.55	\$20.62	\$22.68	\$24.78	\$26.96	\$29.22	\$31.87	63.0%
498T	Support Tech-Materials	\$19.55	\$20.62	\$22.68	\$24.78	\$26.96	\$29.22	\$31.87	63.0%

POSITIONS SUBJECT TO PROGRESSION

TRANSITIONAL WORKER MOVED INTO PROGRESSION STEP 2

PS CODE	JOB TITLE	Current	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Transitional Worker Rates	Rates 75%	Ratification 75%	10/1/2024 80%	10/1/2025 85%	10/1/2026 90%	10/1/2027 100%	
346T	Heat Treat Materials Tech	\$19.55	\$22.40	\$24.63	\$26.80	\$29.05	\$31.37	\$35.90	83.6%
360T	Engine/Transmission Assembly & Paint	\$19.55	\$22.28	\$24.50	\$26.66	\$28.89	\$31.20	\$35.71	82.7%
364T	Material Handling	\$19.55	\$22.09	\$24.30	\$26.43	\$28.65	\$30.94	\$35.41	81.1%
498T	Support Tech-Materials	\$19.55	\$22.09	\$24.30	\$26.43	\$28.65	\$30.94	\$35.41	81.1%

POSITIONS SUBJECT TO PROGRESSION

TRANSITIONAL WORKER MOVED INTO PROGRESSION STEP 3

PS CODE	JOB TITLE	Current	Current	Upon	On	On	On	On	% Change 10/1/2027 vs. Current
		Transitional Worker Rates	Rates 80%	Ratification 80%	10/1/2024 85%	10/1/2025 90%	10/1/2026 100%	10/1/2027 100%	
346T	Heat Treat Materials Tech	\$19.55	\$23.89	\$26.28	\$28.48	\$30.76	\$34.86	\$35.90	83.6%
360T	Engine/Transmission Assembly & Paint	\$19.55	\$23.76	\$26.14	\$28.32	\$30.59	\$34.67	\$35.71	82.7%
364T	Material Handling	\$19.55	\$23.56	\$25.92	\$28.09	\$30.33	\$34.38	\$35.41	81.1%
498T	Support Tech-Materials	\$19.55	\$23.56	\$25.92	\$28.09	\$30.33	\$34.38	\$35.41	81.1%

REMAN CORES TOP RATES

PS CODE	JOB TITLE	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%	% Change 10/1/2027 vs. Current
290	Cores Processor	\$23.00	\$25.30	\$25.81	\$26.32	\$26.85	\$27.65	20.2%
291	Cores Team Leader	\$26.65	\$29.32	\$29.90	\$30.50	\$31.11	\$32.04	20.2%

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 1

PS CODE	JOB TITLE	Current Rates	Upon Ratification	On 10/1/2024	On 10/1/2025	On 10/1/2026	On 10/1/2027	% Change 10/1/2027 vs. Current
290	Cores Processor	\$21.00	\$24.80	\$25.81	\$26.32	\$26.85	\$27.65	31.7%
291	Cores Team Leader	\$26.11	\$29.05	\$29.90	\$30.50	\$31.11	\$32.04	22.7%

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

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 2

PS CODE	JOB TITLE	Current Rates	Upon Ratification	On 10/1/2024	On 10/1/2025	On 10/1/2026	On 10/1/2027	% Change 10/1/2027 vs. Current
290	Cores Processor	\$22.00	\$25.30	\$25.81	\$26.32	\$26.85	\$27.65	25.7%
291	Cores Team Leader	\$26.11	\$29.32	\$29.90	\$30.50	\$31.11	\$32.04	22.7%

POSITIONS SUBJECT TO PROGRESSION

CURRENTLY IN PROGRESSION STEP 3

PS CODE	JOB TITLE	Current Rates	Upon Ratification	On 10/1/2024	On 10/1/2025	On 10/1/2026	On 10/1/2027	% Change 10/1/2027 vs. Current
290	Cores Processor	\$22.50	\$25.30	\$25.81	\$26.32	\$26.85	\$27.65	22.9%
291	Cores Team Leader	\$26.38	\$29.32	\$29.90	\$30.50	\$31.11	\$32.04	21.5%

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

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	.9417381	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
201923 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:

$$\$4953.50 \times .9417381 = \$1,511393$$

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}

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