

MAIN TABLE BARGAINING UPDATE

ON DAIMLER NEGOTIATIONS

APR. 22, 2024

UAW Daimler Family,

It's Monday, and after today there are four days left before the contract expires.

Maybe recognizing that time is running out, the Company finally put a proposal on the table today that includes long overdue profit sharing for all UAW/Daimler employees. This profit sharing proposal would provide a fixed dollar amount for every percentage of the Company's "return on sales." While hardly the "historic" proposal the Company suggested, it is nonetheless a significant movement in the right direction. Here's why:

- As the Union had demanded, the profit sharing calculation will be based on objective reported numbers — "return on sales." So, think about it, profit sharing will be based upon whatever numbers the Company boasts about in their annual report to shareholders — which no doubt will be the biggest number they can get away with reporting.

(Continued)

[UAW.org/daimler](https://www.uaw.org/daimler)



MAIN TABLE BARGAINING UPDATE

ON DAIMLER NEGOTIATIONS

APR. 22, 2024

- Everyone who works during the year will get some profit sharing. Work more days, get more profit sharing — everyone will make some money from the profit sharing pool.

To be clear, we are not satisfied with the amount of profit sharing, but this is a breakthrough, and no doubt it is because we are all **STANDING UP** for a strong contract with historic gains and with **NO CONCESSIONS**.

Speaking of no concessions, shame on the Company for ignoring our clear message. Today the Company passed a proposal that continued to demand concessions on health care. Are they not listening? We, your Daimler Bargaining Council, will not bring back a contract proposal with any concessions. **Hey Company - cut the nonsense**. Pull all your concessionary demands because they are going nowhere.

Speaking of going nowhere, the Company's latest proposal has yet to present historic general wage increases, does not include COLA, and has yet to acknowledge that we are demanding a COMMON

(Continued)

[UAW.org/daimler](https://www.uaw.org/daimler)



MAIN TABLE BARGAINING UPDATE

ON DAIMLER NEGOTIATIONS

APR. 22, 2024

WAGE GRID to finally bring pay parity across the Council – same work = same pay.

Ask your manager this question – if they are transferred to manage at Thomas Built, do they take a pay cut? And if they manage at Thomas Built and transfer to Cleveland (like one of the managers who sits across from us every day), do they get a pay increase?

The answer is **NO**. The reality is that Management has pay parity at Daimler. It's time that UAW workers have pay parity just like management. We have made it clear that this is an essential component of the deal, or **WE WILL STAND UP AND SHUT IT DOWN**.

We are thrilled that President Fain will be joining us at the Bargaining Table starting Thursday, and we have made it clear to the Company that **TIME IS UP**.

TICK TOCK – four days until we walk unless we get the historic deal we are demanding.

(Continued)

[UAW.org/daimler](https://www.uaw.org/daimler)



MAIN TABLE BARGAINING UPDATE

ON DAIMLER NEGOTIATIONS

APR. 22, 2024

STAY INFORMED ABOUT BARGAINING AT DAIMLER:

<https://uaw.org/daimler>

ARE YOU STRIKE READY?

<https://uaw.org/strike-faq/>

In Solidarity,

Your Daimler Bargaining Team

[UAW.org/daimler](https://uaw.org/daimler)

