



DAIMLER TRUCK TENTATIVE AGREEMENT

LOCAL 5286 • MARCH 2028



**DAIMLER
TRUCK**
**LOCAL 5286 MEMBERS
CONTRACT SUMMARY**
MARCH 2028

**A MESSAGE TO UAW MEMBERS
AT DAIMLER TRUCK**

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Dear UAW Daimler Family,

It's a great honor to present this record tentative agreement to all of our UAW Daimler workers. This landmark victory was only possible because you were willing to Stand Up for your fair share of the company's massive profits.

When the company saw the rallies and the practice pickets, and when they saw the energy you showed on the shop floor with signs and shirts that said "tick-tock," they knew you were ready and willing to do whatever it took. And that gave us immense power at the bargaining table.

If ratified, this agreement will change the lives of countless Daimler workers. Here's how:

- We won increased build rates that mean the work stays here, the jobs stay here, and our families can stay here.
- We were able to successfully negotiate the end of the divisive wage tiers by winning a unified wage scale in this agreement.
- All UAW members at the company will receive a minimum 25% wage increase during the life of this four-year agreement.
- For the first time in the UAW's time negotiating at Daimler, we won cost-of-living-adjustments (COLA) and profit-sharing for our members.
- There are absolutely no concessions in this agreement.

You are the highest authority in our union, and you will have the final say.

In the coming days we'll be holding local roll-out meetings so that you can hear everything we won in this deal and vote on whether this agreement properly addresses your demands.

One thing is clear: you all just made history. When we said, "time's up," we meant it. The clock has run out on corporate greed. And today belongs to the working class.

In solidarity,

Shawn Fain
UAW President

Tim Smith
Director
UAW Region 8



Highlights

- ▶ **Historic Wage Increases**
 - ▶ **Cost of Living Adjustment (COLA)**
 - ▶ **Profit Sharing**
 - ▶ **The Common Wage Grid (The End of Wage Tiers)**
 - ▶ **End of Tiers on Shift Premium (Now Common at 7.5%)**
 - ▶ **End of Tiers on Team Lead and CI Facilitators Premium (Now Common at \$2.75)**
 - ▶ **End of Tiers on Vacation Accruals**
 - ▶ **End of Tiers on Wage Progression (Now Common at 4 years)**
 - ▶ **New Holiday (Juneteenth) & MLK Jr. Day Added to the Contract**
 - ▶ **Enhancements to Holiday Pay Rules**
 - ▶ **No Increase in Healthcare Costs**
 - ▶ **No Changes to the Pension Plan**
 - ▶ **Substantial Enhancements to Benefits**
 - ▶ **Substantial Enhancements to Health & Safety**
 - ▶ **Job Security Provisions Substantially Enhanced**
 - ▶ **Significant Increase in Skilled Trades Wage Rate**
 - ▶ **Two Weeks of Paid Parental Leave (at 70% pay)**
 - ▶ **Additional 401(k) Contribution for Retiree Healthcare (2010 and Later)**
- **DTNA Bargaining unit members will get more in general wage increases in the first 14 months of this agreement than in the entirety of the last six-year agreement**
 - **There is \$1 billion in new money over 4 years in the new agreement. In the last agreement, there was \$250 million over 6 years.**

MESSAGE FROM DTNA COUNCIL CHAIR KENNY DELLINGER

I want to thank the membership for your unity and determination in this contract fight with Daimler Truck. The solidarity and creativity you showed on the shop floor, during practice pickets, and in the community gave your locally elected bargaining team the strength and backing to make enormous gains in this contract.

We channeled your energy and your demands, and we extracted everything we could from the company. It's undeniable that this contract will transform the lives of our members in profound ways, and I'm proud of what we accomplished by standing together.

In solidarity,

Kenny Dellinger

DTNA Council President
Local 5286 Shop Chair

THE COMMON GRID

EQUAL WORK = EQUAL PAY

For the first time in Daimler Council history, all of the wages for all positions across all of the facilities have been moved to a “Common Grid.” This transformation – a foundation to the historic achievements of these negotiations – has a series of cascading positive consequences, including:

- Everyone doing the same work will earn the same wage rate, whether they perform that work in assembly, CTS, PDC, clerical, trucks or buses.
- Not only will all bargaining unit members receive historic general wage increases, but they will also receive the highest (by far) shift premium in trucking, significant skilled trades bumps, and the highest (by far) team lead and CI Facilitators premium pay, many bargaining unit members will be getting an immediate bump in wages before the wage increases to correct for the years of inequity, what could be called a “common grid bump”
- By March 2028, members at Thomas Built Bus will have true and absolute pay equity. No more second-tier wages just because a member works at Thomas Built.
- The Common Grid has the added benefit of being much easier to read, and allows all bargaining unit members to see every position across the Council in just a few pages contained in the Common Language.
- The Company will never again use the scheme of “local bargaining” to create unfair and inequitable wage increases and wage decreases based on its ability to play the local unions against each other.
- From now on, all wages in the Council will be bargained for at the Common Table, giving us more power.

How to Read the Common Grid

The Common Grid is composed of two components: the Classification Table and the Wage Rate Table.

The **Classification Table** assigns each title in each facility with its placement on the Common Grid, with such placement based on new classifications of:

Production Grade	Skilled Trades Grade
A	A
B	B
C	C
	D

Find your facility and job title on the next page:



COMMON GRID

Production

Grade	Mount Holly	Cleveland	TBB	Gastonia	Atlanta	Memphis
A	Truck Assembler	Assembler	Material Technician	E-Coat Operator	PDC Employee	PDC Employee
A	Material Handler	Material Handler	Assembly Technician	Material Handler		
A	Yard Dawg	Paint Prepper	Machine Operator	Machine Operator		
A	CTS Technician I	CTS Tech I	Clerk III	Powdercoat Operator		
A	Complexity Team		PMR Technician	Receiving/Pit Handler		
A	Tool Crib Attendant		Paint Robotics Technician			
B	Inspector	Inspector	AC Technician	Machinist	Support	Support
B	CTS QA Inspector	Robotics Technician	Utility Non-Certified	Set Up Specialist		
B	CTS Technician II	OU Trainer	QA Inspector	Floor Inspector		
B	Painter	Utility Team Member		Expeditor		
B	Machinist	Paint Inspector		CMM/Gage Lab		
B	Parts Fabricator	Striper		QAT/Dispo		
B	Production Technician	Painter		Auditor		
B	CTS Material Handler	Switcher Operator		Senior Painter		
B		Technician TMP		Robot Operator		
B		Complexity Team Member		Coordinator T&D		
B		Production Technician		Dispatcher (Non-Skilled Trades position)		
B		Facilities Dispatcher/Data Integrity		Utility Team Member		
B		Materials CI/Standards*no footnote		Outside Processing/Air Freight Handler		
B		Offline Mechanic				
B		CTS QC Inspector				
B		CTS QA Auditor				
B		CTS Material Handler				
B		CTS Tech II				
C	Certified Production Welder	Welder Fabricator	Welder	MUL Desk	Safety Coordinator	Safety Coordinator
C	Sr Offline Mechanic	TOS Implementation Team Member	EV Technician	TOS Facilitator		

COMMON GRID Cont.

Grade	Mount Holly	Cleveland	TBB	Gastonia	Atlanta	Memphis
C	TOS Implementation Team Member	Senior Materials Controller	Custom Ops	Production Technician		
C	Pre-Paint Body Specialist	Production Electrician Technician	Painter	Materials Technician		
C	Senior Painter	Cab Finish/Repair	Undercoating	Laser Technician		
C	IT Technician	Fab Shop	Parts Fab Tech	Pressline Technician		
C	CTS Yard Dawg (with CDL)	Systems Technician	Machine Setup Tech	Quality Technician		
C		Buyer	Implementation Team Member	TOS Implementation Team Member		
C		Scheduler	Production Technician	Robot Technician		
C		Finance Technician	TOS Trainer	Welder/Fabricator		
C		Facilities Technician	APA Inspector			
C		IE Technician	Certified Welder-Utility			
C		Coordinator Traffic	Senior Materials Controller			
C		Planning Specialist	CDL Driver			

COMMON GRID Cont.

Skilled Trades

Grade	Mount Holly	Cleveland	TBB	Gastonia
ST A				Apprentice Tool Grinder
ST B	Maintenance Mechanic	Electrician	Electrician	E Coat Tech Non-Journeyman
ST B	HVAC	Electronics Technician	Chemical Maintenance Technician	Machinist Non-Journeyman
ST B	Millwright	HVAC	Maintenance Mechanic	Tool Grinder Non-Journeyman
ST B	Electrician	Machinist	Layout Inspector	Maintenance Mechanic Non-Journeyman
ST B		Maintenance Mechanic	Die Repair Technician	
ST B		Millwright	Proto/Technician	
ST B		Wastewater	Forklift Mechanic	
ST B		Plumber	Layout Engineer	
ST B		CMM Operator		
ST C		CMM Operator-Journeyman	Robotic Technician	E-Coat Technician
ST C	Robotic Technician	Electrician-Journeyman	HVAC Technician	Tool & Die Maker
ST C	Senior Maintenance Mechanic	Electronics Technician-Journeyman	Tool and Die Maker	Tool Grinder (current emp.)
ST C	Senior Parts Fabricator	HVAC-Journeyman	CNC Proto Technician (Journeyperson)	Senior Maintenance Mechanic
ST C	HVAC Journeyman	Machinist-Journeyman	Die Repair Technician (Journeyperson)	
ST C	Millwright Journeyman	Maintenance Mechanic-Journeyman	Maintenance Mechanic (Journeyperson)	
ST C	Tool and Die Maker Journeyman	Millwright-Journeyman	Proto/Technician (Journeyperson)	
ST C	Industrial Truck Mechanic	Plumber-Journeyman	Forklift Mechanic (Journeyperson)	
ST C	Electrician Journeyman	Wastewater-Journeyman	Exp Product Layout Eng (Journeyperson)	
ST D				TPM Facilitator
ST D				Maintenance Planner
ST D				Tool & Die Planner

Wage Rate Table.

The Wage Rate Table provides the top rate for each classification in the Common Grid for each year of the Contract, as follows:

Production					
Grade	Ratification	1/12/2025	6/8/2025	6/7/2026	6/6/2027
A	\$32.26	\$33.23	\$34.23	\$35.60	\$37.38
B	\$33.42	\$34.42	\$35.45	\$36.87	\$38.71
C	\$34.67	\$35.71	\$36.78	\$38.25	\$40.17

Skilled Trades					
Grade	Ratification	1/12/2025	6/8/2025	6/7/2025	6/6/2027
ST A	36.55	37.65	38.78	40.33	42.34
ST B	37.06	38.17	39.32	40.89	42.93
ST C	42.37	43.64	44.95	46.75	49.09
ST D	43.78	45.09	46.45	48.3	50.72

YOUR ACTUAL PERCENT INCREASE OVER THE LIFE OF THE CONTRACT

Movement to the Common Grid for many bargaining unit members will mean a significantly larger percentage increase than the already significant twenty-five percent general wage increase that every bargaining unit member receives.

You can find your overall percentage increase over the life of the contract here. **(See next page.)**



% Increase Table

Gastonia Local 5286

Grade	Job Title	Current Top Pay	Ratification Top Pay	% Increase	Annual increase at 1FTE	Top pay 6/6/2027	% increase	\$ increase
A	E-Coat Operator	\$28.61	\$32.26	12.76%	\$7,592.00	\$37.38	30.65%	\$18,241.60
A	Material Handler	\$28.61	\$32.26	12.76%	\$7,592.00	\$37.38	30.65%	\$18,241.60
A	Machine Operator	\$28.61	\$32.26	12.76%	\$7,592.00	\$37.38	30.65%	\$18,241.60
A	Powdercoat Operator	\$28.61	\$32.26	12.76%	\$7,592.00	\$37.38	30.65%	\$18,241.60
A	Receiving/Pit Handler	\$28.61	\$32.26	12.76%	\$7,592.00	\$37.38	30.65%	\$18,241.60
B	Machinist	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Set Up Specialist	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Floor Inspector	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Expeditor	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	CMM/Gage Lab	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	QAT/Dispo	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Auditor	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Senior Painter	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Robot Operator	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Coordinator T&D	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Dispatcher (Non-Skilled Trades posi-	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Utility Team Member	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
B	Outside Processing/Air Freight Han-	\$29.61	\$33.42	12.87%	\$7,924.80	\$38.71	30.73%	\$18,928.00
C	Welder/Fabricator	\$29.61	\$34.67	17.09%	\$10,524.80	\$40.17	35.66%	\$21,964.80
C	MUL Desk	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
C	TOS Facilitator	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
C	Production Technician	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
C	Materials Technician	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
C	Laser Technician	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20

C	Pressline Technician	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
C	Quality Technician	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
C	TOS Implementation Team Member	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
C	Robot Technician	\$30.68	\$34.67	13.01%	\$8,299.20	\$40.17	30.93%	\$19,739.20
ST A	Apprentice Tool Grinder	\$30.23	\$36.55	20.91%	\$13,145.60	\$42.34	40.06%	\$25,188.80
ST B	E Coat Tech Non-Journeyman		\$37.06			\$42.93		
ST B	Machinist Non-Journeyman		\$37.06			\$42.93		
ST B	Tool Grinder Non-Journeyman		\$37.06			\$42.93		
ST B	Maintenance Mechanic Non-Jour-		\$37.06			\$42.93		
ST C	E-Coat Technician	\$31.52	\$42.37	34.42%	\$22,568.00	\$49.09	55.74%	\$36,545.60
ST C	Tool & Die Maker	\$31.52	\$42.37	34.42%	\$22,568.00	\$49.09	55.74%	\$36,545.60
ST C	Tool Grinder (current emp.)	\$31.52	\$42.37	34.42%	\$22,568.00	\$49.09	55.74%	\$36,545.60
ST C	Senior Maintenance Mechanic	\$31.52	\$42.37	34.42%	\$22,568.00	\$49.09	55.74%	\$36,545.60
ST D	TPM Facilitator	\$32.16	\$43.78	36.13%	\$24,169.60	\$50.72	57.71%	\$38,604.80
ST D	Maintenance Planner	\$32.16	\$43.78	36.13%	\$24,169.60	\$50.72	57.71%	\$38,604.80
ST D	Tool & Die Planner	\$32.16	\$43.78	36.13%	\$24,169.60	\$50.72	57.71%	\$38,604.80

GENERAL WAGE INCREASES

This contract includes historic wage increases, including a total of thirteen percent (13%) in the first year of the contract, and another three percent (3%) six months later. The total general wage increases for this 3-year and 10-month contract is twenty five percent (25%).

It's important to remember that the general wage increase does not include the Common Grid bump, the Skilled Trades Bump, the increased shift premium, the increases because of the lower wage progression, etc. The General Wage Increase is applied on top of the other "bump" increases.

These are baseline general wage increases, and they are, by far, the largest in Daimler Council history.

This contract includes more in General Wage Increases in the first 8 months than the previous contract contained in all six years.

% Increase	Effective
10%	Upon Ratification
3%	January 12, 2025
3%	June 8, 2025
4%	June 7, 2026
5%	June 6, 2027



WAGE PROGRESSION

The Daimler Council negotiated a single wage progression across the entire Council, shortening the progression significantly for many Council members. All employees will reach the top rate in four years, with the starting rate being seventy percent (70%) of the top rate.

Members will now reach the top rate of their classification upon completion of working on active roll for four years. Current members will be placed and paid the appropriate hire-in rate based upon where they currently are in the progression. In other words, if you were brought in at an advanced placement on the progression, you retain your position.

Many members will achieve the top rate of the wage progression immediately upon contract ratification because they are in their fifth or sixth year on the progression in shops that currently have a six-year progression.

PROGRESSION PLACEMENT

On Active Roll	% of Top Rate in Classification
Hire	70%
6 months	73.75%
12 months	77.50%
18 months	81.25%
24 months	85%
30 months	88.75%
36 months	92.50%
42 months	96.25%
48 months	Top Rate



ELIMINATING TIERS WITHIN THE DAIMLER COUNCIL

The contract will bring about a major shift toward ending all tiers within the Daimler Council - no matter where you work and what work you do. This shift means more bargaining power in the future and addresses inequities that the Company has exploited for years.

- The Common Grid ensures that by the end of the contract, the same work gets the same pay across the entire Council.
- Everyone will receive the same shift premium. That means no more inequities, and Daimler now has the highest shift premium in the UAW heavy truck division - 7.5%.
- Holiday pay (Section 3 of Article 9 in the Common Language) will now apply across the Council. This means everyone will enjoy the same increased benefits in the application of Holiday Pay.
- The wage progression will be four years across the entire Council. No matter where you work, four years to top pay. If you have four or more years on the job, you're automatically at top rate.
- All of Skilled Trades are receiving the same bump in pay right off the bat -- that's BEFORE the general wage increases (\$7 for journey people and \$3 for apprentices and non-journey people) across the Council.
- All facilities that have the "chronic" attendance program will now be entitled to the Attendance Bonus LOU, including the Memphis and Atlanta PDCs.
- No more tiers in vacation time. Those hired in 2010 and after are no longer second-class citizens when it comes to vacation accrual. You will get what everyone else gets for vacation time and accrual.



COST OF LIVING ADJUSTMENTS (COLA)

For the first time ever, the Daimler Council has secured a cost of living adjustment (COLA) increase to be included in the calculation of every bargaining unit member's hourly rate. The COLA formula is the same COLA formula used in the Stellantis contract. COLA will begin in July 2024.

The UAW first won COLA in the 1970s to protect against inflation. Raises don't matter if the cost of living spirals out of control. COLA is protection against inflation, directly into your paycheck, on top of your hourly rate.

COLA is calculated quarterly based on changes in the Consumer Price Index ("CPI") published by the U.S. government. It's included in your paycheck on a cents-per-hour basis. While it is impossible to guarantee the value of COLA, the COLA formula is estimated to generate approximately \$1.72 per hour over the term of the CBA. This estimate is based on a 2.4% average annual inflation increase derived from the Wall Street Journal Economic Survey.

Under this scenario, COLA would provide a total value of approximately \$7,500 through the CBA term. COLA will be added to your hourly rate and will increase or decrease based on increases or decreases in the CPI (increases in CPI = inflation, decreases = deflation). It's important to understand that in no circumstance will COLA drop below zero. In other words, a lower COLA will never negatively impact your bargained rates of pay.

COLA is included in computing overtime premium, shift/crew premium, all contractual paid time off, and call-in pay. Consistent with the Stellantis COLA formula, a 10-cent quarterly diversion is in place. At the end of the contract, the total amount of COLA generated minus five cents will be folded into base wages. This means we will not need to bargain for increases just to catch up to where we started if inflation increases.



PROFIT SHARING

For the first time, the proposed 2024-2028 collective bargaining agreement includes mandatory profit sharing to be paid out in a one-time sum every year. The first payment would be made in 2025 based on 2024 profits, and the payment would be made no later than March of each year.

The contract measures the amount of profit sharing on numbers publicly reported by the Company, called “Return on Sales.” or ROS. This number is recorded in the Company’s annual reports and public documents, and it is a number the Company will always want to be as high as possible.

Return on sales measures how much profit is being produced per dollar of sales. An increasing ROS indicates that a company is improving efficiency. Return on sales, in summary, is related to the Company’s operating profit margin – how much money the Company is making off of members.

The profit share calculation provides that bargaining unit members share in every percentage of profit above the first two percent (2%) at the rate of \$500 per percentage point. To achieve full profit share, you only have to work 1,850 hours in the year. And everyone who works at least 185 hours in the year will receive some portion of the profit share.

If past ROS is a measure of the future, your profit share would be as follows:

Compensated Hours	Percent of Eligible Profit Share	Example Profit Share Based on 2022 Return On Sales	Example Profit Share Based on 2023 Return On Sales
1,850	100	\$4,000	\$5,150
1,665	90	\$3,960	\$4,635
1,480	80	\$3,520	\$4,120
1,295	70	\$3,080	\$3,605
1,110	60	\$2,640	\$3,090
925	50	\$2,220	\$2,575
740	40	\$1,760	\$2,060
555	30	\$1,320	\$1,545
370	20	\$880	\$1,030
185	10	\$440	\$515

Eligibility: To be eligible for profit share, you must be active at the end of the year, or on layoff or leave of absence. Employees who retired or died during the plan year are also eligible. Employees who are terminated for any reason after the plan year but before the payout are eligible for the payout. Profit sharing due to the deceased is paid to the beneficiary.

Compensated Hours includes: Straight Time Base Wages, Overtime (with each hour paid at premium rates to be counted as one hour), Vacation, Holiday Pay, Related Training - Temporary Layoff Payments (if applicable), Bereavement Pay, Union Leave, Jury Duty Pay, Short-Term Military Duty Pay, Call-In Pay (if applicable), and Grievance Awards.

SKILLED TRADES

In a major accomplishment, the Council has secured increases in pay for all Skilled Trades across the Council immediately upon ratification. This increase goes into effect before the application of the General Wage Increases – of \$7 per hour for Journey People and \$3 per hour for Apprentices and Non-Journey People.

Because this amount is added to base rate before the General Wage Increases at ratification, this means even more significant percentage increases for everyone in skilled trades.



BENEFITS

ACROSS THE BOARD IMPROVEMENTS WITH NOT A SINGLE PENNY INCREASE IN ADDITIONAL HEALTH CARE COSTS FOR THE LIFE OF THE AGREEMENT

The proposed 2024-2028 UAW-Daimler collective bargaining agreement does nothing but improve benefits – and locks in the existing health care costs for the term of the collective bargaining agreement.

IMPROVEMENTS TO BENEFITS COVERAGE

While ensuring that all health care costs were frozen for the life of the contract, the following benefit terms were improved, some dramatically.

- Addition of PAID PARENTAL LEAVE -- Employees now have two (2) weeks of Parental Leave paid at 70% of their regular pay for the birth of a child or the adoption of a child.
- Improved vision benefits to VSP Choice plan. Changed \$25.00 copay to \$20.00 copay.
- Yearly Individual out of pocket in-network co-insurance was \$1,800.00 and was reduced to \$1,600.00. This is a reduction of \$200.00.
- Yearly Family out of pocket in-network co-insurance was \$3,600.00 and was reduced to \$3,200.00. This is a reduction of \$400.00.
- Cardiac rehabilitation, Outpatient physical therapy, Speech and Occupational therapy, other therapies was 60 visits per calendar year. In the new agreement, it is increased to 75 visits per calendar year, increased by 15 visits per calendar year.
- Autism Coverage added to the Collective Bargaining Agreement.
- Dental yearly dollar maximum was \$1,900.00 and was increased to \$2,000.00. The yearly dollar maximum was increased by \$100.00.
- Lifetime Orthodontic dollar maximum was \$1,900.00 and was increased to \$2,400.00. The Lifetime Orthodontic dollar maximum was increased by \$500.00.
- Hearing aid coverage was \$1,750.00 every three (3) years and was increased to \$1,900.00 every three (3) years, an increase of \$150.00.
- Skilled Nursing Facility was 60 days per calendar year and was increased to 75 days per calendar year, which increased by 15 days per calendar year.
- Added a Lasik Lifetime reimbursement benefits of \$300.00.
- Contact Lense Fittings was member paid, now covered at 100%.
- Added an Infertility Lifetime reimbursement benefit of \$2,000.00.
- A \$10,000 maximum Lifetime Travel benefit was added to the Collective Bargaining Agreement for covering major medical procedures if you are required to travel more than 100 miles.
- Foot Orthotics under procedure codes L3030 and L3020 was covered at \$325.00 once every five (5) years. These procedure codes can be purchased once every three (3) years, which is two years sooner than the prior contract.
- Employee Retiree Life insurance was \$10,000, increased to \$12,500 dollars, representing an increase of \$2,500.00.
- Employee optional Child Life insurance coverages were \$2,000.00, \$5,000.00, and \$10,000.00. New employee optional Child Life insurance coverages increased to \$10,000.00, \$15,000.00, and \$20,000.00.
- Optional Spouse Life insurance coverage will be continued until age 80 instead of age 70, an increase of ten (10) years.
- All UAW Bargaining Unit employees not 100% vested in the 401(k) company contributions will be vested at 100% on January 1, 2025.
- Employees with less than one year of seniority who will be out 7 days or more on a medical leave will now be able to report

their medical claim to Sedgwick and can request medical certification paperwork from Sedgwick. The medical leave will still be managed by the Local HR departments.

- Return to work notes from medical leaves will be accepted from the following medical professionals: MD's PA's NP's and RN's.
- Short Term Disability leaves can now be started on a Saturday or Sunday. Before, they could only be started on a Monday through Friday.
- An employee that starts a Short Term Disability leave on or after December 15 through December 28 will be paid at 100%

of their hourly rate of pay for the Christmas and New Year Holiday period.*

- The time frame to report a Short Term Disability leave to Sedgwick was increased from 10 to 15 days from the first day absent.
- Employees hired on or after April 9, 2010 will receive a \$950.00 yearly contribution into their 401(k) starting April 30, 2026 in lieu of retiree healthcare.
- An employee may retire any Monday through Friday including Holidays and receive their Holiday pay.

NOTE ALSO, AND IMPORTANTLY:

Many benefits are based on a percentage of wages. That means the significant wage gains won in this contract will increase your Pension, your Short Term Disability pay, your 401(k) contributions and your company paid life insurance and employee supplemental paid life insurance.

HOLDING THE LINE ON ALL OTHER HEALTHCARE COSTS

- There will be no increase in Healthcare premiums during the life of this agreement.
- The Union maintained 80/20 co-insurance on the Healthcare plan.
- The Union maintained current Prescription Drug co-payments for the life of this agreement.
- The Union fought off increased prescription costs with implementation of Express Script ESI Advantage Plus Plan.
- The Union maintained a 100% co-insurance for Class I dental and an 80% coinsurance on Class II, III, and IV dental co-insurance services.
- The Union maintained the \$30.00 office visits co-pay for the Life of the Agreement.
- The Union maintained the company Basic Life insurance coverage of 2x base pay plus \$10,000.
- The Union maintained a 4% company match on a 6% 401(k) contribution.
- All new hires will be auto-enrolled at 6% in the 401(k) starting January 1, 2025.
- The Union and the company mutually agreed to an optional auto-escalate 401(k) program. Employees who have been auto-enrolled or are newly auto-enrolled will be escalated 1% each year until they reach 9% starting January 1, 2025. Employees have the option to opt out of the auto-escalate 401(k) program at any time.
- The Union maintained the current pension. The front loaded wage increases will significantly increase members' pensions.
- The Union maintained the Short Term Disability pay at 70% percent for up to 182 days after a 7-day waiting period.
- The Union maintained the Long Term Disability plan and the current pay rate.

**** This will not apply to Memphis or Atlanta PDCs because of their holiday schedule.***

ENHANCEMENTS TO HOLIDAYS AND HOLIDAY PAY

The proposed contract includes several enhancements to Holidays and Holiday Pay.

- Addition of Juneteenth as a new holiday.
- Putting Martin Luther King, Jr. Day in the contract. It's no longer a paid holiday at the whim of the Company.
- You will no longer lose your holiday pay if you miss up to an hour of work the day before or after a holiday.
- Holiday pay will be paid even if you take a scheduled PTO full day before and/or after the holiday.
- The addition of two weeks of Parental Leave at seventy percent (70%) pay for all bargaining unit members.
- The late call-in window has been shortened from twenty (20) to fifteen (15) minutes.
- Vacation pay leftover time will now be rounded up to four (4) hour increments.
- Paid sick leave may now be used on Sundays and Holidays.

PENSIONS

YOUR PENSION WILL BE IMPROVED BY THE HIGH VALUE OF THIS CONTRACT

The 2024-2028 contract will maintain your defined benefit pension plan, one of the few left across the industry. And since bargaining unit members' pensions are based upon your final average salary using the past five years of service, even eighteen additional months of service will lead to enhanced pension payments (Remember, you are getting a sixteen percent (16%) wage increase in the first 18 months of the contract on wages alone). Thus, the calculation of pension payments will be that much higher if you stay through the end of the contract for the full general wage increase, shift premium, team lead increases, skilled trade increases, etc.



SIGNIFICANT ENHANCEMENTS TO HEALTH AND SAFETY PROVISIONS ACROSS THE ENTIRE COUNCIL

National Standards Information Expanded

- In addition to committed OSHA Compliance, ANSI standards will now be provided to UAW Safety Reps and their Alternates when requested.

Improvements in PPE

- Safety Shoe allowance increased to \$175 per year. Additionally, a portion of the allowance can now be used to purchase ergonomic insoles. Safety shoes damaged on the job can be jointly reviewed for an additional allotment as needed.
- Safety glasses, including re-issuance for prescription changes/ renewals, as well as flame-resistant, foul weather, cold and wet gear have all been enhanced.

Ergonomic Program Gains

- Joint ergonomics programs will be maintained at each facility and a joint Ergonomics Steering Committee implemented to promote awareness, training, and guidance information for all UAW-DTNA locations. Each location will have at least one (1) UAW member on the Steering Committee.
- Skilled Trades jobs will now be assessed and analyzed for effective ergonomic applications.
- Seats, chairs, mats, or insoles can be considered appropriate solutions to control ergonomic risk factors. The Company agrees to leave such devices in place when they are provided and recommended by the Joint Ergonomic Committee

Occupational Health

- The following issues related to Industrial Hygiene and Hazardous Chemical Use reduction have been agreed to:
- Noise surveys will be repeated for any significant change in production, processes, equipment, controls, or personnel that may result in new noise exposures.

- Improved language on Industrial Hygiene and hazardous chemical use reduction includes being guided by ACGIH TLV's, NIOSH REL's or local or federal regulations, whichever are lower.

Heat Stress Protection

- The parties agreed to monitor and measure heat index in each plant and provide 10 minutes of rest break for every two hours of exposure ≥ 90 degrees and 15 minutes of rest break every hour of exposure ≥ 100 degrees in affected areas. Ample hydration stations, drinking fountains, and electrolyte drinks as well as any other heat relief items that protect exposed workers during periods of excessive heat conditions will be supplied.

Pandemic Health Protocols

- The parties agree that if the World Health Organization declares a global pandemic, the Company will follow the guidance protocols of the Centers for Disease Control and Prevention or local government agencies whichever is stricter, by establishing protocols to reduce the spread of any novel pandemic virus.

Powered Hand Tool Safety

- Hand and portable power tools will be assessed, and to help prevent slip and trip hazards, electric flex cord or pneumatic hose connected hand tools will be replaced by cordless battery-operated hand tools provided they can meet the torque/ application requirements to perform the work.

Fall Hazard Prevention Program Improved

- Engineering-approved anchorage points will be installed where required.
- Emergency rescue teams will be trained to immediately rescue fellow employees to help prevent fall suspension trauma.
- An assessment will be performed on

all production jobs requiring the use of portable ladders with controls implemented on risk priority.

- Production jobs that require employees to climb onto chassis, cabs, moving dollies or other components during assembly will be identified and corrected.

Refusal of Hazardous Work

- Employees can exercise their right to refuse to do unsafe work under the protection of OSHA Standard 1977.12. A worker who has a reasonable belief that their work assignment may result in physical injury or illness should discuss the assignment with their supervisor, and failing resolution can request their committeeperson immediately. Technical consultation from the UAW and Company Safety Representatives can be requested before further action is taken.

No Hands in Dies Policy

- In each location, provisions for expendable or other hand-feeding tools, slide feeds, sliding bolsters, and other preventive measures will be implemented to keep employees hands out of the point of operation.

PIV and Material Handling Safety Improvements

- The parties agreed to replace PIV's that have exceeded 15,000 hours and create a more comprehensive PM program that will now include not only PIV's but other material handling equipment such as dollies, mother/daughter carts, bulk flats, totes, trash gons, etc.
- An electronic crane/hoist pre-operational inspection system will be created throughout the life of the agreement.
- Best Practice material handling, stacking, and storing practices will be followed and storage, both inside and outside each facility, will be properly inspected and maintained, on a scheduled basis, with material handling employees trained for proper handling and storage.
- A documented trailer safety inspection process will be developed to ensure all trailers at loading docks are inspected and deemed free from damage to safely load or

unload. Damaged trailers will be tagged and removed from service.

- Dock locks will be maintained and utilized on all docks, wheel chocks and jack stands will be utilized when required to prevent unintended trailer movement.
- Additional virtual/projected safety floor markings will be installed and maintained. Further, fixed floor markings indicating pedestrian and equipment aisles will be maintained with pedestrian aisles identified uniformly by dimension. A strategic flow mapping plan will be developed to improve high pedestrian/vehicle traffic areas.
- The company will provide funding to repair damaged concrete/asphalt working surfaces, service drives, storage areas, and truck wells and will discontinue the use of covering potholes, cracks, or deteriorated areas with non-coated steel plating and will instead seek immediate repairs.
- Roof leaks will be addressed by the maintenance and facilities department. Employees will not be required to work in areas where roof leaks compromise their safety. Roof leaks will be diverted away from work areas until roofers can make necessary repairs.

SHIFT PREMIUM

The new contract will end tiers on shift premium and no matter what premium you have been earning in the past years, whether it was 75 cents, or one dollar, you will now receive 7.5% of your hourly rate of pay.

For many, this represents a significant improvement.

For example:

An 18-month Welder Fabricator in Cleveland making \$28.17 previously receiving \$1.00 in shift premium, will see shift premium go to \$2.11/hr.

A material handler at top rate \$32.26 previously receiving \$0.75 shift premium at Gastonia, will see shift premium go to \$2.41/hr.

A Mt. Holly Robotic Technician at top rate \$42.37 previously receiving \$1.00 shift premium go to \$3.18/hr.



ADDITIONAL IMPROVEMENTS

- Addition of **PAID PARENTAL LEAVE**: All members now have two (2) weeks of Parental Leave paid at 70% of their regular pay for the birth of a child or the adoption of a child.
- The Company acknowledges the needs of **RETIREE HEALTH CARE** or those hired on or after April 9, 2010, and will pay a \$950.00 yearly contribution into those employees' 401(k) starting April 30, 2026 in lieu of retiree health care.
- A new LOU -- **EMPLOYEE TRANSFER** -- is added requiring that Employees on indefinite layoff, idling and/or plant closure shall be allowed to transfer to other Daimler Council facilities with open positions and retain their company seniority for pension purposes, vacation allotment, and wage progression, and use a plant entry date for purposes of job bid, shift preference, overtime, vacation scheduling, and layoff/recall at the new facility. Employees so transferred retain recall rights to their former facility.
- Upon ratification, the **ATTENDANCE CONTROL POLICY** will mandate that ACP discipline must be issued within twenty (20) available working days of the triggering occurrence, unless the local language provides a shorter time period.
- The **LATE CALL IN** window has been shortened from twenty (20) minutes to fifteen (15) minutes.
- In a major improvement to Article 5 --**SENIORITY** -- Article 5 is amended to define a "day of work" for seniority purposes as four (4) hours or more of work -- which is the minimum call in time.
- Major improvements to **HOLIDAY PAY** (and not just the addition of Juneteenth and memorializing of Martin Luther King Jr. Day):
 - when eight (8) hours of PTO is scheduled in advance in the same manner as single days of vacation for the day before or after the holiday, you still get the Holiday Pay.
 - instead of requiring a full eight (8) hours of work both before and after the holiday to get holiday pay, that number has been reduced to seven (7) hours; and
 - if you retire on a holiday, you will now get holiday pay for that date.
- Article 3 -- **VACATION PAY** -- is improved so that in cases where the pro-rata calculation is not evenly divided by four (4) it will be rounded up to the nearest four (4) hour increment (e.g., If the pro-rata calculation resulted in 77 hours it would be rounded up to 80 hours).
- Article 11 -- **LAYOFF AND RECALL** -- in regards to recall from layoff now recognizes the distinction between off-duty marijuana use and other drug use, setting the standard for a negative marijuana test for purposes of recall from layoff as double the CDL standard, or less than 100 ng/ml for screening and 30 ng/ml for confirmatory test. And, if you fail the marijuana recall test you will not be terminated. You will be allowed thirty (30) days additional layoff time and then be allowed to take another drug screen.
- Article 20, Section, **BAD WEATHER CONDITIONS**, now includes the requirement that all call-in/reporting systems must include a bad weather option.
- Article 20, Section, **WORK RULES**, now requires that all work rules and local policies must be posted in a mutually agreed location, determination at the Local level and the Union (Chair/President) must be notified of all changes to work and/or safety rules.
- Article 21 -- **CONTRACT PRINTING** -- now requires that additional copies of the collective bargaining agreement will be printed by the Company at the Union's request.
- Article 24 -- **PAID SICK LEAVE** -- has been improved to allow the use of paid sick leave on Sundays and Holidays, paid at straight time.
- The Company has agreed to install a time-keeping app throughout all of the Council's facilities within one hundred-twenty (120) of ratification.
- Article 25 -- **PAID TIME OFF** -- has been improved to allow up to fifty-six (56) hours of banked time and to allow the use of PTO on Sundays and Holidays, paid at straight time rate.
- Article 27 -- **JURY DUTY LEAVE** -- has been improved by no longer requiring you to return to work if your jury duty day is shorter than your shift. In other words, if you are called to jury duty, it's a paid day off no matter how long you are at jury duty.
- Article 28 -- **BEREAVEMENT LEAVE** -- has been improved by adding three (3) days of leave for the death of a step-grandchild and adding a third day (now up to three (3) days) of sick or vacation that can be used for bereavement leave.

- Attachment B -- **DRUG AND ALCOHOL POLICY** -- has been improved by not only providing a definition of a “valid prescription,” but more notably by requiring that the Company must initiate a post-accident drug test prior to the end of the employee’s shift on the day of the accident if feasible and available.
- There are several improvements to disability claims including the following.
 - The Company agrees to modify the notification email that the third-party Disability Administrator currently sends advising when an STD claim is denied due to not meeting the waiting period, that third-party Disability Administrator adds language advising of the dates certified to include those weekend days that were prior to the first scheduled work day.
 - The Company agrees that going forward, all DTNA-UAW employees will be advised to file an STD claim if they expect to be medically disabled for seven (7) calendar days or more, even if they do not have twelve (12) months of service.
 - Employees with an approved Short Term Disability claim with a first day absent of December 15 - December 28 will receive Christmas and New Year’s Day holiday pay in lieu of approved STD benefits. (This does not apply to TBB as they have a different holiday schedule.)
- In a new LOU, the Company agrees that the Truck Operating System (TOS) and the Total Productive Maintenance (TPM) program are intended to improve the overall quality of the product. The parties have reviewed the mutual benefit associated with manufacturing the highest quality product at the lowest cost to ensure competitiveness in the marketplace. The parties acknowledge the importance of meeting customer demands of delivery and world-class quality. It was also acknowledged that the TOS tools and TPM systems will support the achievement of these objectives.
- A new LOU is added regarding the **LEADERSHIP BUSINESS UNIT REVIEW**, requiring the Company to hold annual meetings to “empower UAW leaders with information that supports their leadership role” during which the Company must “shar[e] information on strategic and tactical business topics. Participants shall include Local Union Presidents, Shop Chairperson, and Regional or International leadership from the UAW. DTNA representatives should consist of Plant Managers, HR Managers, and appropriate executives or subject matter experts.”

DURATION & RATIFICATION

The terms of this proposed agreement will not take effect until the tentative agreement is ratified by a majority of UAW members at Daimler Truck, and only then on the appropriate dates specified. The new agreement, if ratified, will expire March 3, 2028.

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.

KNOW YOUR CONTRACT

This is a summary of the tentative agreement. In all cases actual contract language will apply.

LOCAL 5286 CONTRACT IMPROVEMENTS

THE PROPOSED NEW CONTRACT HAS SIGNIFICANT IMPROVEMENTS ACROSS THE BOARD WITH NO CONCESSIONS

Letter of Understanding on Job Security (IMPROVEMENTS IN UNDERLINED-BOLD)

Prior to any layoffs, all Gastonia controlled parts that are outsourced to outside vendors will be insourced back to Gastonia given the proper manufacturing and financial justification where capacity exists. **In addition, corporate controlled parts on Long Term Agreements (LTAs) that were previously within Gastonia control within the last seven (7) years will be reviewed for return given the proper manufacturing and financial justification where capacity exists. LTAs within six months of expiration shall be subject to such review.** Management will work with the Sourcing Representative to identify all work that can be brought back to minimize headcount reductions at all DTNA Gastonia Components and Logistics Facilities. **For areas with farm-out parts, the Company will attempt to maintain Saturday voluntary overtime.**

SIGNIFICANT IMPROVEMENTS TO ARTICLE 19 (SOURCING, COST SAVINGS AND REINVESTMENT SUPPORT)

- 1. Outsourcing:** improved language to bring back farmed out work before a layoff impacts Gastonia. Gave outsourcing rep more input and access into the information and processes of our outsourcing of parts at Gastonia. We also got a commitment from the company to invest \$5.5 million per year, over the life of the contract, into upgrading machinery. This represents more than 55% more investment than previous contracts. The Local won language that says the company must also consider (ongoing business) for reinvestment of these funds.
- 2. Established Business Critical Positions for job security:** A LOU recognizing two (2) areas in our plant as business critical which adds 12% pay and a training program for these positions.
 - 1 - G5 Utility (Brakes & Pressline)
 - 2 - G5 Set-up (Brakes & Pressline)
 - 3 - G6 Team Leader (Brakes, Presses, and Pressline Utility)
 - 4 - G5 Machinists- Brakes
 - 5 - G5 Machinists-Pressline.
- 3. Backup Selection Process:** Added to the list of established backups and clarified the process.
- 4. Vacation:** Improved vacation calculation for large workgroups. Any workgroup with 28 or more, will allow one additional person off. Also the vacation percentage went from 10% & 12%, to 12% & 14%.
- 5. Hours of work:** Established weekend shift hours. Established hours of work for all three shifts for Mandatory/Voluntary OT on weekends, both six and eight hour shifts.
6. One shift configuration for voluntary overtime on weekends and/or holiday will be rotated between the shifts.
7. Established a letter of understanding that the company will cover all costs on an annual basis for both the EAP Rep and Alternate EAP Rep training
- 8. Job Posting:** All business-critical positions will continue to be posted until there are no bids.
9. Rec club will receive no less than 15% commission from vending machines.
10. Letter of understanding was established for press line utility, that will create a process for utility to go back to picking by seniority on a daily basis.
11. The Sourcing Representative will now be included in all Master Site Plan meetings and all local

Make/Buy studies.

12. Added more equipment to be evaluated for replacement and or added to Gastonia.
13. Added new language that defines business-critical positions.
14. Removed language that said location 18 was only in Gaston County.

SIGNIFICANT IMPROVEMENTS TO SKILLED TRADES

Items are listed by placement in Article 33, not by importance or preference to members.

In all, more than 29 improvements were made to strengthen Article 33 based on the input of the Union Members that stood up and demanded a change!

- Skilled Trades employees will now have input into how daily work is assigned within each classification.
- Clarified that all layoffs and recalls will be by specific trades.
- Journeyman / apprentices displaced back to the floor will not lose recall rights if bidding to another job on the floor.
- **The 55-work order contractor loop hole has been eliminated.**
- New Non-Journeyman time-based step progression program that helps keep maintenance contractors and die repair farmouts to a minimum by allowing the **Company/Union** to jointly hire qualified tradesmen with less 8 years' experience. **This is not a 2nd Tier! Current Journeyman will continue to have priority over non-journeyman the same as they have over apprentices -- for example vacation, overtime, shift preference etc. and other matters for which Journeyman hold priority over apprentices.**
- Company to provide notarized proof of qualifications before hiring of skilled tradesmen.
- Strengthen outside contractor language that requires that the company give priority to our skilled trades before bringing in outside contractors.
- Streamlined /strengthened the Full utilization, bringing work back in before members are laid off or displaced, and adding additional tradesmen in lieu of sub-contracting.
- Tabware work orders tracking and software will be jointly evaluated and upon mutual agreement be replaced.
- The Skilled Trades Rep will have access to visitors list and turnstile activity, so the trades knows when a contractor is in the plant.
- Training to be provided on the employee's regular shift if possible.
- All employees will be required to be trained through a joint training program or be removed from the classification.
- A new training program will be jointly developed by the company/union that will be based on the employees training matrix and group training (i.e. new equipment).
- New language that ensures someone from each shift will have the opportunity to work with, train and/or observe outside contractors. If training can't be provided at the time of contractor repair, it will be scheduled later.
- The company **WILL** allow two (2) tradesmen to train on new equipment before or after installation. The rest will be trained per joint training program.
- Christmas week will be posted at a specific time, so everyone knows the sign-up deadline.
- All team leaders and/or backups will be allowed to work Christmas week.
- Christmas week work will be rotated if limited.
- The skilled trade Rep, not "the union," will be notified to determine who should work on project work so no one misses an opportunity.

- New tool language that the company will provide all tools / toolboxes. A standard list of tools will be developed to make sure all employees have the same tools.
- Skilled trades **will** have the opportunity to participate in all CI events.
- New language that requires at least two (2) maintenance tradesmen at each location if any **employee, contractor, or vendor** is in the plant. This does not include CIS doing janitorial work but does cover working with equipment (i.e. disassembly of equipment moving equipment). Staffing of Fairview after the shift is staffed at 75%.
- A **minimum** of 12 apprentices / 3 per year over the contract.
- Non Skilled trades will not be asked to perform skilled work and all work will be reviewed for compliance.
- The Company will provide a minimum number of carts and forklifts for each trade
- All forklifts, personnel carts and lifts will display an annual safety inspection sticker and rentals will be provided one if/when equipment is taken out of service.
- Tabware will be reevaluated and replaced by mutual agreement
- Skilled trades rep will be included before all new equipment purchases though the weekly CAPEX meeting.
- All shift configurations will now be allowed shift preference by classification from shift to shift.

UAW NEGOTIATING TEAM

PRESIDENT'S OFFICE

Shawn Fain

President and Director
Heavy Truck Department

Chris Brooks

TOP Administrative Assistant
to the President

John Eblin

Administrative Assistant
Heavy Truck Department

Dave Snyder

Assistant Director
Heavy Truck Department

UAW REGION 8

Tim Smith

Director, Region 8

George Palmer

Assistant Director, Region 8

INTERNATIONAL REPRESENTATIVES

Matt Blondino

Heavy Truck Department

Mike Maddox

Region 8

Billy Rose

Heavy Truck Department

Jason Callahan

Region 8

Bob Riggins

Region 8

Norris Walton

Region 8

DTNA COUNCIL MEMBERS

Kenny Dellinger

DTNA Council President &
Local 5286 Shop Chair

James Waggoner

VP - Local 3520

Jason Fisher

Local 3520

Tanya Hendrix

Local 3520

Michael Crowe

Local 2406

Freddie Sims

Local 10

Rickey McDowell

Local 5285

Dana Clifton

Local 5285

Parnell Baldwin

Local 5287