COLLECTIVE BARGAINING AGREEMENT

BETWEEN

WESTPORT AXLE, LLC

AND

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, UAW LOCAL 677

Effective on June 06, 2026, through June 05, 2031

TABLE OF CONTENTS

TABLE OF CONTENTS 1
PREAMBLE 5

ARTICLE 1 PURPOSE 5
ARTICLE 2 RECOGNITION 5
Section 1. Description 5
Section 2. Non-Bargaining Unit Employees 5
Section 3. Exclusions 6
ARTICLE 3 UNION MEMBERSHIP AND DUES CHECKOFF 6
Section 1. Membership 6
Section 2. Dues Checkoff 6
Section 3. Remittance List 6
Section 4. V-CAP Check Off 6
Section 5. Indemnification 7
Section 6. Notification 7
ARTICLE 4 MANAGEMENT RIGHTS 7
ARTICLE 5 REPRESENTATION 8
Section 1. Union Representation 8
Section 2. Overtime Representation 9
Section 3. Grievance Investigation 9
Section 4. Union Leave for Business 9
Section 5. Union Office Leave 9
Section 6. Access to the Facility 9
Section 7. Union Supplies 10
ARTICLE 6 SENIORITY 10
Section 1. Acquiring Seniority 10
Section 2. Loss of Seniority 10
Section 3. Seniority List 10
Section 4. Job Assignments 11
Section 5. Openings 11
Section 6. Shift Transfer 12
Section 7. Seniority Employees in the Armed Forces 12
Section 8. Employees Transferred Outside the Bargaining Unit 12
ARTICLE 7 DISCIPLINE AND DISCHARGE 12
Section 1. Corrective Actions 13
Section 2. Probationary Period 13
Section 3. Just Cause 13
ARTICLE 8 GRIEVANCE PROCEDURE 13
Section 1. Grievance Procedure 13
Section 2. Arbitration 14
Section 3. Suspension or Discharge Grievances 15
Section 4. Employee's Right to Present Grievances 15
ARTICLE 9 NO STRIKE-NO LOCKOUT 15
ARTICLE 10 HOURS OF WORK 15
Section 1. Workweek 15
Section 2. Overtime 16
Section 3. Breaks 16
Section 4. Night/Second Shift 16
ARTICLE 11 PAYROLL 16
Section 1. Payment Procedure 16

Section 2. Pay Period 17
ARTICLE 12 TIMEKEEPING 17
Section 1. Time Tracking 17
Section 2. Reporting 17
Section 3. Start & End Times 17
Section 4. Representation After Schedule 17
ARTICLE 13 CLASSIFICATIONS 18
Section 1. Classifications 18
Section 2. New Classifications 18
ARTICLE 14 LAYOFF AND RECALL 18
Section 1. Long-Term Layoff (31 days or greater) 18
Section 2. Recall from Long-Term Layoff 19
Section 3. Temporary Layoffs (30 days or less) 19
Section 4. Representation During Layoff 19
ARTICLE 15 WAGES 19
Section 1. Rates 19
Section 2. Retention Raises 20
Section 3. Shift Premium 20
Section 4. Team Lead 20
Section 5. Conditional Ratification Bonus 20
Section 6. Exceeding Top Rate 21
ARTICLE 16 TEAM LEADS AND LIAISONS 21
Section 1. Team Leads 21
Section 2. Liaisons 21
ARTICLE 17 TRAINING RESPONSIBILITY 21
ARTICLE 18 HOLIDAYS 22
ARTICLE 19 PAID TIME OFF 22
Section 1. New Hire PTO 22
Section 2. PTO for Ongoing Employees 23
ARTICLE 20 FUNERAL LEAVE 23
Section 1. Funeral Leave Eligibility 23
Section 2. Immediate Family Members 24
Section 3. Non-Immediate Family Members 24
Section 4. Uncovered Funeral Leave 24
Section 5. Death Without Service for Immediate Family Member 24
Section 6. Additional Time 24
Section 7. Documentation Requirements 24
Section 8. Pay and Conditions 24
ARTICLE 21 JURY DUTY 25
ARTICLE 22 LEAVES OF ABSENCE 25
Section 1. Personal Leave of Absence 25
Section 2. Disability Leave 26
Section 3. Military Leave 26
Section 4. Family and Medical Leave Act Leave 26
Section 5. Public Office Leave 27
Section 6. Workers' Compensation and Workers' Compensation Leave 27
ARTICLE 23 HEALTH AND SAFETY 27

Section 1. Joint Responsibility 27
Section 2. Joint Health and Safety Committee 28
Section 3. Injuries 28
Section 4. Serious Incidents 28
Section 5. The Occupational Safety and Health Act of 1970 29
ARTICLE 24 DRUG AND ALCOHOL TESTING AND SUBSTANCE ABUSE 29
ARTICLE 25 HEALTH INSURANCE 29
Section 1. Eligibility for Coverage 29
Section 2. Coverage for Current Employees 29
Section 3. Coverage For Employees Hired After Ratification of the 2026 CBA 30
Section 4. Continuation of Benefits 30
Section 5. Termination of Benefits 30
ARTICLE 26 OTHER INSURANCE 30
Section 1. Eligibility for Coverage 30
Section 2. Life Insurance 31
Section 3. Accidental Death and Dismemberment Insurance 31
Section 4. Dental Insurance 31
Section 5. Vision Insurance 31
Section 6. Disability Insurance 31
ARTICLE 27 VOLUNTARY AND ANCILLARY BENEFITS 31
ARTICLE 28 EMPLOYEE ASSISTANCE PROGRAM 31
ARTICLE 29 RETIREMENT 31
ARTICLE 30 TEMPORARY WORKERS 32
ARTICLE 31 SUBCONTRACTING 32
ARTICLE 32 WORK RULES 32
ARTICLE 33 SUPERVISORS PERFORMING BARGAINING UNIT WORK 32
ARTICLE 34 BULLETIN BOARD 33
ARTICLE 35 GENERAL 33
Section 1. General Election 33
Section 2. Handbook 33
Section 3. Prior Approval 33
ARTICLE 36 NON-DISCRIMINATION 33
Section 1. Non-Discrimination 33
Section 2. Gender Reference 34
ARTICLE 37 SEPARABILITY/COMPANY RULE CONFLICT 34
ARTICLE 38 COMPLETE AGREEMENT 34
ARTICLE 39 DURATION 34
APPENDIX A ATTENDANCE POINT SYSTEM 35

PREAMBLE

THIS AGREEMENT is made and entered into this 06th of June 2026 between Westport Axle Co. LLC at its 8801 Congdon Hill Dr., Alburtis, PA 18011 facility, herein referred to "Employer" and "Company" and the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America, UAW as the sole and exclusive bargaining representative on behalf of its Local Union Number 677 hereinafter designated as the "Union" covering Bargaining Unit Employees at this facility.

NOW THEREFORE, the Parties hereto agree as follows:

ARTICLE 1 PURPOSE

It is the purpose of this Agreement to set forth the provisions relating to rates of pay, hours of work, and conditions of employment of the employees of the Company in the Bargaining Unit to be observed by the parties hereto.

ARTICLE 2
RECOGNITION

Section 1. Description.

The Employer Recognizes the Union as the sole and exclusive bargaining representative of all regular full-time and regular part-time Production, Quality Inspectors and Leads, Janitorial, and Material employees employed by the Employer at its 8801 Congdon Hill Drive, Alburtis, PA facility in all matters relating to wages, hours, and working conditions such as may properly be the subject of collective bargaining, adjustment of grievances, and labor relations generally. Excluded: All other employees, including Maintenance employees, Information Technology employees, Sales employees, Purchasing employees, Engineers, Quality Coordinators, Tool Crib Attendants, DMR Specialists, and guards and supervisors as defined in the Act. The designated representatives of the Union and the Employer shall constitute their respective representatives in all matters that are properly the subject of collective bargaining.

Section 2. Non-Bargaining Unit Employees.

The Union recognizes the fact that there are employees not covered by this Agreement, and as to such employees, it is agreed that neither the employment of them nor any action taken by them, including, but not limited to organizational activities engaged in by any other labor union, shall not constitute a grievance or be grounds for strikes, lockouts, boycotts, slowdowns, disruptive organizing activities or other economic interference with the continuous operation of the Employer's business.

Section 3. Exclusions.

Job classifications expressly excluded from this Agreement are all other employees, guards, and supervisors as defined by the Act as certified by the National Labor Relations Board and restated in Section 1 above.

ARTICLE 3 UNION MEMBERSHIP AND DUES CHECKOFF

Section 1. Membership.

No employee may be discriminated against in any manner for joining a labor union or refusing to join a labor union. Employees now in the bargaining unit shall on and after thirty (30) calendar days from the signing of this Agreement, and employees employed after the signing of this Agreement shall on and after thirty (30) calendar days from the date of their employment, become and remain members of the Union by signing a membership card and dues check-off card supplied by the Union and the tender of periodic dues and the initiation fee uniformly required by said Union as a condition of acquiring or retaining membership therein, provided that nothing herein shall be interpreted to cause a violation of the Labor Management Relations Act of 1947, or any other applicable law. All such employees shall, as a condition of employment, become members of the Union after the completion of thirty (30) calendar days.

Section 2. Dues Checkoff.

During the term of this Agreement, the Company agrees to deduct union membership dues and initiation fees levied by the International Union or the Local Union in accordance with the Constitution and By-laws of the Union, from the pay of each team member who executes, or has executed, and delivered to Westport Axle an authorization for such (Check Off) on forms supplied by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America. All Sums so deducted shall be remitted to the Secretary-Treasurer of the Union not later than the 25th of the same month after such deductions are made. Union dues will be added to employees' deductions after thirty (30) working days provided the employee's signed authorization is valid.

Section 3. Remittance List.

The Company will furnish the Secretary-Treasurer of the Union a monthly record of those from whom deductions have been made, together with the amount of such deductions. Such list will include a personnel number and will show employees laid off and recalled during the month, as well as those going on leave of absence and those returning from leave of absence.

Section 4. V-CAP Check Off.

The Company agrees to deduct from the pay of each employee who signs a written authorization, if in compliance with State and Federal law. Such deduction will be made on a monthly basis. The Union shall deliver such written authorization to the Company at least thirty (30) days in advance of the payroll period in which the deductions are to begin. The Company shall remit to the Union, monthly, the total amount

deducted from the pay of employees. The Company and the Union agree that the signing of this authorization is voluntary and the making payments to UAW V-CAP is not a condition of membership in the Union or continued employment with the Company. The Union hereby indemnifies the Company and holds it harmless against any and all financial liabilities that shall arise out of or by reason of any action taken by the Company for the purpose of complying with the foregoing provisions, or in reliance on any authorization that shall have been furnished to the Company under any such provision. The Company further agrees to furnish UAW V-CAP with the name, address, social security number and date of last authorization of this employee for whom deductions have been made. The Company further agrees to furnish UAW V-CAP (Local Union) with monthly and year-to-date reports of each such employee's deductions. This information shall be furnished along with each remittance on a USB or some other common format conveniently available to the Company's accounting system.

Section 5. Indemnification.

The Union shall defend, indemnify, and save the Company harmless against any and all claims, demands, lawsuits, or other forms of liability that may arise out of or by reasons of action taken by the Company in making payroll deductions of Union membership dues or fees as herein provided.

Section 6. Notification.

To permit the Union to properly and efficiently carry out its responsibilities, the Employer shall provide the Union with the following information, in the Employer’s possession: On a monthly basis, a list of all employees hired into, transferred, or promoted into the bargaining unit during the preceding period, including each employee’s name, employee ID number, phone number, department, job title, hire date, date of birth, shift and (where applicable) regular days off, status change date, promotion date.

ARTICLE 4 MANAGEMENT RIGHTS

Except as there is contained in this Agreement an express provision specifically limiting the rights or discretion of the Company, all rights, functions and prerogatives of the management of the Company, formerly exercised or exercisable by it, remain vested exclusively in the Company. Without limiting the generality of the foregoing, the Company specifically reserves solely to itself the management of the Company and the following rights: to determine work and business hours; to schedule and assign work; to direct the workforce; to determine employee qualifications and evaluate competency to maintain the efficiency of operations; to determine the method of operating its business; to require overtime; and schedule when it shall be worked; to determine the quality and quantity of work to be performed; to establish and require standards of performance and to promulgate policies; and from time to time change them and enforce them; to establish, implement, and change employment policies, including but not limited to an employee handbook, disciplinary rules, and absenteeism policies; to implement incentives for special assignments; to manage its finances; to determine proper staffing and workload requirements; to determine and redetermine job content and to describe jobs; to control the property; to select and

determine the number of Employees assigned to any particular work and job classification and the number of Employees within the job classifications to any shift or workweek; to hire and promote within and outside of the bargaining unit; to require reasonable work related duties other than those normally assigned to be performed; to discontinue jobs; to plan, operate, direct and control the nature and extent of its business operations; to determine operating standards, security measures and operational policies; to maintain an orderly, effective, and efficient operation of the Company; to conduct drug and alcohol testing based upon reasonable suspicion and as required by law; to establish, eliminate, or change classifications; to determine methods, materials, and procedure; to determine which programs and contracts to enter; to select those with whom the Company will do business; to initiate, continue, or discontinue training or educational programs; to hire and promote employees; to discipline, suspend, demote, and discharge for just cause; to lay off employees for lack of work or for other legitimate reasons; to determine all equipment to be used, the utilization of all physical facilities, and the assignment of Company space; to introduce new or improved methods of operation or technology; to implement and use new equipment, methods, and facilities; to subcontract any work, consistent with Article 31 Subcontracting; to use the services of auxiliary, temporary employees; to decide the number and locations of the facilities; to move or remove the Company or any of its parts to or from other area; and to extend, maintain, curtail, or terminate all or any part of the Company's operations, programs or facilities. The selection of supervisory and managerial personnel shall be in the sole and exclusive responsibility of the Company. Should any provision of the Agreement directly conflict with an enumerated right under this Article, such collective bargaining provisions shall prevail over this management rights provision.

ARTICLE 5
REPRESENTATION

Section 1. Union Representation.

For the purpose of bargaining and representation, there shall be a Bargaining Committee consisting of three (3), one of whom shall be the Chairperson (whom will hold a first shift position), one of whom shall be the first shift committeeperson, and one of whom shall be the second shift committeeperson. If the Company adds a third shift, a third shift committeeperson shall be added. For the purposes of representation, Westport Axle LLC will continue to recognize a ratio of 1:100 committeepersons to employees unless physical location requires a variance, which includes three Bargaining Committeepersons. Each committeeperson will be entitled to have an alternate to handle their duties in their absence. For every increase or decrease of one hundred (100) employees on the relevant shift at each facility covered by this agreement committeepersons will be adjusted by one (1). The names of Bargaining Committee, committeepersons, and their alternates shall be certified, in writing, to Westport Axle LLC by the Union. Terminations and suspensions must have union representation present, upon request.

Section 2. Overtime Representation.

A committeeperson will be offered overtime work whenever ten (10) or more employees are working their shift, provided he or she is capable of performing the work to be done on such overtime. In addition, when fifty (50) or more employees are scheduled to work overtime on the Chairperson's shift, the Chairperson will also be scheduled to work, if he or she is capable of performing the work scheduled to be done. Their seniority number would also give them the right to work if they are within the required headcount.

Section 3. Grievance Investigation.

The Union Representative(s) shall continue to work at their assigned job at all times except when they must leave their job to investigate or process a grievance. The Union Representative(s) shall investigate or process grievances in a prompt manner. When it is necessary for a Union Representative(s) to leave their assign job as provided above, they shall request permission from their Supervisor. Such request will be granted keeping in mind the need for production. However, in no case will their release be withheld longer than sixty (60) minutes except in the case of any emergency. If the investigation requires the Committeeperson to talk to another employee, he must receive permission from that employee's Supervisor to do so before proceeding. Permission shall be granted by the Supervisor as promptly and as practically as possible. A Union Representative will be available for accidents whenever possible.

A Union Representative will be allowed up to fifteen (15) minutes for New Hire Orientation on the employee's first week of work.

Section 4. Union Leave for Business.

Union Representatives may be granted time out of the plant without pay to conduct Union business upon request from the Supervisor as provided below. When one Union Representative requests time out of the plant for one day or less, the Union Representative must receive permission at least forty-eight (48) hours in advance. When two or more Union Representatives request time out of the plant, or when one Union Representative requests more than one full day out of the plant, the Union Representative(s) must receive permission at least fourteen (14) days in advance. The operation of the Company must be factored into these requests to avoid causing production issues.

Section 5. Union Office Leave.

An employee elected or appointed to a permanent office in any UAW labor activity or to assignments which take them away from their employment with the Company, shall upon written request, as provided above in Section 4, from the Regional Union Representative, or Local Union President be granted a leave of absence without pay or Company-provided benefits for the period of the Union assignment.

Section 6. Access to the Facility.

For the purpose of investigating grievances, the international representative, and/or President of Local 677 will be allowed in the plant, provided, however, there is no interruption of the Employer's operations.

Two-hour advance notice is required. Access to the plant for any other reason will require prior permission from the plant manager or shift manager. Such permission will not be unreasonably denied.

Section 7. Union Supplies.

Westport Axle LLC will provide a file cabinet that locks for Union use. Upon prior approval of the facility manager and subject to availability, the Company will make a private space available for Union representational purposes when reasonably necessary.

ARTICLE 6 SENIORITY

Section 1. Acquiring Seniority.

Employees acquire seniority by successfully completing their probationary period of ninety (90) calendar days worked. Upon successfully completing their probationary period, an employee shall become a regular employee and shall be added to the seniority list retroactive to their most recent date of hire. If two (2) or more employees have the same seniority date, their order on the seniority list will be determined by the last four (4) digits of the employee's social security number. The lowest number will be the highest seniority.

Section 2. Loss of Seniority.

An employee shall be terminated and lose seniority if:

1. He/she quits, resigns, or retires;
2. He/she is discharged for just cause and is not reinstated;
3. He/she is absent for three (3) consecutive workdays without notification to the Company for their absence. This will be considered a voluntary quit.
4. He/she fails to report to work three (3) days after being notified to return to work from a layo by certified mail to his/her last address on file with the Company;
5. He/she fails to report to work upon the termination of any leave of absence or commences gainful employment during such leave;
6. He/she is laid o for a period of twelve (12) months; or 7. He/she gives false reasons for a leave of absence.

Section 3. Seniority List.

The Company shall upon the completion of the collective bargaining and signing of this CBA and going forward as requested by the Chairperson but not more than once per month provide the Union with two (2) copies of a list containing the following information for the twelve (12) months preceding the date the list is produced:

- Names and addresses of new hires and dates of hire;
- Names of employees who have been granted leaves of absence and the date the leave began;

- Names of employees returning from leaves of absence and dates of return;
- Names of employees terminated and date of termination;
- Employee's current address and phone number(s) (this information will not be posted); · Temporary layo s;
- Layo and recalls; and
- Classifications and shifts of employees.

The Company shall provide the Union, for posting, a seniority list of all employees to include the following information. The Company will update and provide the list no less than twice per year:

- Name
- Seniority Date

Section 4. Job Assignments.

Upon ratification, an employee's current position will be his job assignment. Employees will report each workday to their assigned job. Employees who gain seniority status after ratification will pick from all open job assignments.

The efficiency of operations must be protected at all times, and this job assignment section does not prevent Westport from assigning an employee to another job assignment on a temporary basis which shall not exceed 10 days.

Section 5. Openings.

Openings will be posted for a period of three (3) calendar days (not to include weekends or Holidays). Employees from other classifications will be able to bid for the opening and the position will be awarded by seniority. Once awarded, the employee will have a one-week trial period in which the employee must demonstrate the ability to perform the job proficiently. At the end of the trial period, if the Company determines the employee has not shown enough proficiency to perform the job to its satisfaction, the Company may return the employee to his or her former position and fill the position with the next most senior applicant who signed up during the original position period. The next most senior applicant will then start that employee's trial period.

Openings will be posted on a board accessible to all employees, and this will be the only notification to team members of openings. Only the initial opening will be posted. Subsequent openings caused by the filling of the original posting will not be subject to this bidding procedure. At the Company's discretion the Company may award the secondary position to a senior team member who has made the Company aware of his or her interest in the position. When multiple employees have shown interest, the Company will award the job to the most senior employee where all things are equal. Filling the secondary position will be done as explained above or by backfilling in a new hire or a team member gaining seniority, and will be at management's discretion.

Section 6. Shift Transfer.

A seniority team member may make application in writing and submit it to his manager at any time. If the team member has enough seniority and can perform the job, he will displace the least senior team member on the desired shift in his classification. The displaced team member will go to the shift opening created by the team member initiating the shift preference application. A team member must remain on the shift to which he or she transfers for at least six (6) months before submitting an application for another shift transfer. Westport will make reasonable effort to satisfy team member's written request submitted by Tuesday of each week as soon as practicable, but no later than the second Monday following the date of the request; provided, however, that Westport shall have the right to require a sufficient number of experienced team members on any shift to meet operational needs. Westport will provide the Chairperson with documentation on who has requested shift preference and the relevant dates.

The efficiency of operations must be protected at all times, and the shift preference understanding does not prevent Westport from assigning a team member to another shift or job assignment on a temporary basis. Shift preferences will be frozen during model changes for a period of 30 days preceding and following the start of a new model run.

A hardship will be granted if employees on each shift mutually agree for up to sixty (60) days. Both employees need to submit the request in writing to management and must be trained and able to perform each other's jobs assignments without additional training. When such a hardship temporary shift transfer is approved the affected employees cannot be bumped by the above regular shift transfer.

Section 7. Seniority Employees in the Armed Forces.

All employees who serve in the armed forces of the United States shall maintain their seniority rights as provided under the Selective Service Act, the Uniformed Services Employment and Reemployment Rights Act, and other applicable state and federal laws. As provided under USERRA, this section shall apply to any employee who leaves voluntarily to seek a career in the armed forces of the United States. The parties honor the military service of all employees, and therefore affirm their commitment to fully honoring all statutory protections afforded to them.

Section 8. Employees Transferred Outside the Bargaining Unit.

Any employee who is transferred from the bargaining unit to any position in the Company outside the bargaining unit shall continue to accumulate seniority outside of the bargaining unit for a maximum of six (6) months. Following these six (6) months, the transferred employee shall lose all bargaining unit seniority with no right of return.

ARTICLE 7 DISCIPLINE AND DISCHARGE

Section 1. Corrective Actions.

For the Company, the employees, and the Union to be mutually successful, high standards of conduct must be preserved. To correct performance, deter misconduct, and other legitimate reasons, the Company may take appropriate corrective action. Appropriate corrective action may take different forms such as warnings, reprimands, suspensions, and even termination. There is no guarantee that the Company will use all or even some of these forms of discipline. The Company has the right to use any disciplinary measure that in its view is appropriate in light of the conduct and effects of the conduct involved. The Company has the exclusive right and sole discretion to determine what instances to impose discipline and to determine the level of discipline to impose, as long as it is consistent with the Sections below.

Section 2. Probationary Period.

The Company retains the right to discipline and discharge employees during their probationary period as the Company sees fit.

Section 3. Just Cause.

For a period following employees' probationary period six months of service, the Company may discipline and discharge employees as it sees fit, without cause, and with no recourse. Following six months' of service, discipline and discharge must be for just cause.

ARTICLE 8 GRIEVANCE PROCEDURE

Section 1. Grievance Procedure.

The following is the exclusive procedure for the Company, the Union, and members of the bargaining unit shall use to resolve any grievance, difference, or dispute arising under or related to the interpretation or application of this Agreement during the life of this Agreement (herein referred to as a "grievance").

Step 1: The grievance will be discussed by the aggrieved employee with the Committee person (if the employee so chooses) and the employee's immediate supervisor (and the plant manager or designee, if the Company chooses). If the grievance is not resolved as a result of such discussion, it shall be reduced to writing and submitted to the plant manager. The written grievance shall set forth all the relevant facts and circumstances and identify the specific provision(s) of this Agreement alleged to have been violated. A written grievance must be submitted to the plant manager within eight (8) days after the date of the incident on which the grievance is based or within eight (8) days after the date on which the grievant first became aware of the incident, whichever is later; otherwise, the grievance shall be deemed denied and may not be raised thereafter.

Step 2: The grievance (if timely submitted in writing as provided above) will be discussed within eight (8) days at a meeting with representatives of the Company, including the plant manager or his designee, and the Union, including the unit Chairperson and the Committee person. The plant manager or his designee will give a written answer within eight (8) days after such meeting.

Step 3: If the grievance is not resolved in Step 2, the Union may refer it to Step 3 by written notice to the regional employee relations manager within ten (10) days after the plant manager or his designee has given his written answer in Step 2; otherwise, the grievance shall be deemed settled on the basis of the answer of the plant manager or designee. If such written notice is timely given, the grievance will be discussed within twenty-one (21) days (unless agreement for a longer period is mutually confirmed in writing), at a meeting of representatives of the Company, including the plant manager or his designee, the regional employee relations manager, and/or labor relations director, and the Union, including the unit Chairperson, the Local Union president or his designee, and/or the International Union servicing representative. The regional employee relations manager will give a written answer within ten (10) days after such meeting.

Section 2. Arbitration.

If the grievance is not resolved in Step 3, the Union, by written notice to the Company given not later than thirty (30) days after the regional employee relations manager or his designee has given his written answer in Step 3, may submit the grievance to arbitration; otherwise, the grievance shall be deemed settled on the basis of the answer of the regional employee relations manager or his designee. The selection of the arbitrator shall be by the agreement of the Company and the Union. However, if the parties fail to agree upon an arbitrator, the grievance may be promptly referred in writing by the Union to the American Arbitration Association for the selection of an arbitrator in accordance with the Association's rules then obtaining applicable to labor arbitrations. Any arbitration hereunder shall be conducted in accordance with such rules, subject to the provisions of this Agreement. The fee and expense of the arbitrator shall be shared equally by the Company and the Union; otherwise each party shall bear its own arbitration expenses. The written opinion and award of the arbitrator on any dispute properly submitted to him and within the scope of his authority hereunder shall be final and binding on any aggrieved employee, the Company, and the Union. The authority of the arbitrator stems solely from this Agreement and is limited to grievances based on incidents occurring during the term of this Agreement. The arbitrator's sole function is to interpret and apply this Agreement. There shall be no right of arbitration to obtain, and no arbitrator shall have any power or authority to award or determine, any change in, modification or alteration of, addition to or subtraction from, any of the terms of this Agreement. The arbitrator shall not hear or decide more than one (1) grievance without mutual written consent of the Company and the Union.

Section 3. Suspension or Discharge Grievances.

With respect to grievances protesting the suspension or discharge of an employee, Step 2 may be omitted at the option of the Union and the written grievance may be referred in writing directly from Step 1 to Step 3 by the Union.

Section 4. Employee's Right to Present Grievances.

Employees shall have the right at any time to present grievances to the Company and to have such grievances adjusted without the intervention of the Union, provided that the adjustment is not inconsistent with the terms of this Agreement and the Union has been given an opportunity to be present at such adjustment. Grievances under this Section shall not be subject to the grievance procedure without the consent of the Union.

ARTICLE 9 NO STRIKE-NO LOCKOUT

Both the Union and the Employer recognize during the term of this labor agreement, the union agrees that it will not call, engage or sanction any strike, sympathy strike, work stoppage, slowdown, picketing, sit-down, sit-in, boycott, refusal to handle merchandise or any other interference of any nature whatsoever with the conduct of the Employer's business for any reason whatsoever. This complete prohibition shall include dealings by the employer with non-union suppliers, deliverymen, and other business with which the Employer transacts business, or other employees not covered by this Agreement.

Upon written notice issued by the Employer to the Union by email, U.S. Certified Mail/Return Receipt Requested and telephone that an alleged violation of this Article has occurred or is taking place, the Union shall take all reasonable means to notify all bargaining unit employees, and any other individuals participating in actions that the allegedly violate the terms of this Agreement, that the Union does not sanction their activities, they should cease immediately all such activities, and that employees are subject to discipline, including discharge for failing to do so.

As long as the Union, its officers, agents and employees, comply with the above provisions, the Company agrees not to bring any court action for damages or take other action which is not provided for in this contract, against the Union, its officers, agents and employees for breach of this Article.

ARTICLE 10
HOURS OF WORK

Section 1. Workweek.

The normal workweek is forty (40) hours, consisting of four (4) ten-hour workdays or five (5) eighthour days. The Company schedules the beginning and ending times for each shift to meet operating schedules and customer demands. The Company will notify the Union one week in advance of any change to the

normal beginning and ending times. The Company will also have the right to schedule overtime whenever, in its opinion, it is necessary or advisable to do so. Nothing herein shall be construed as a guarantee by the Company of any amount of work in any period or as a limitation on the Company's right to schedule mandatory work in excess of the normal workday or normal workweek.

Unless changed with the requisite notice as provided above, the normal shift beginning and ending times are as follows:

- First Shift: 6:00 a.m. and 2:30 p.m.
- Second Shift: 3:00 p.m. and 11:30 p.m. ·
  Axle Line: 5:00 a.m. and 1:30 p.m.

Section 2. Overtime.

Overtime of time and one-half the regularly hourly rate will be paid for hours worked in excess of forty (40) hours per week. All non-worked compensated days will not count as hours worked for the calculation of overtime. Overtime work shall be offered by seniority rolling through the seniority list among full-time employees doing the work within each shift and classification. If there are no volunteers the Company may force from the bottom of the seniority list by classification to cover necessary positions for work to be done. For daily overtime, employees will be canvassed and notified by the meal period. For weekend overtime, employees will have a minimum of twenty (20) hours prior notice of the overtime start time.

Section 3. Breaks.

Employees are provided one thirty (30) minute unpaid meal period. If the employee leaves the property he or she must clock out. If the employee remains on the property, the thirty (30) minute unpaid meal period will be automatically deducted from his or her time. The meal period shall normally be scheduled between the third and sixth hour worked. Employees are provided two (2) paid ten (10) minute breaks per eight-hour shift. The first break shall normally be scheduled between the first and third hours worked and the second break shall normally be scheduled between the fifth and seventh hours worked. The scheduling of the breaks and meal period shall be scheduled by the Company for it to meet its operational needs. Employees who work at least eleven (11) hours in one day shall receive an additional ten (10) minute break to be used some time after the eighth hour worked.

Section 4. Night/Second Shift.

The definition of Night Shift is any shift that regularly begins on or after 3:00 p.m.

ARTICLE 11 PAYROLL

Section 1. Payment Procedure.

The Company can require full participation in Direct Deposit or Company approved alternative methods. Payroll is distributed weekly, on Fridays. There is a two-week hold back and employees will receive

payment for hours worked on their third (3rd) Friday of employment. The Company must provide at least thirty (30) days' notice to the Union before changing from a weekly pay period to a semi-monthly, biweekly, or alternative pay period.

Section 2. Pay Period.

Employees are paid for the hours worked or earned on a Sunday through Saturday basis. Should an Employee experience an error in pay, he/she should report it to his/her Shift Manager and/or Human Resources Representative who will insure that it is brought to the Company's attention. The Company will make any required corrections or adjustments as quickly as possible, but no later than the next regular paycheck.

ARTICLE 12
TIMEKEEPING

Section 1. Time Tracking.

Each employee must clock his/her own timecard, badge, morpho reader, or any other Companyrequired method for time keeping. Time worked other than the regular shift must be pre-approved and initialed by the Shift Manager.

Section 2. Reporting.

When an employee is tardy for work, he/she shall report to his/her immediate Supervisor for assignment. Employees will be compensated for all time worked rounded to the nearest minute. An Employee is not permitted to start earlier or work later than their scheduled start time without specific permission to do so from their Supervisor.

Section 3. Start & End Times.

An employee may not enter the plant or remain on the premises unless he/she is on duty or scheduled for work. Employees can clock in up to thirty (30) minutes prior to their starting time (pay will not start until scheduled start time) and shall clock out immediately when their shift is complete.

Section 4. Representation After Schedule.

Notwithstanding Section 3 above, the unit chairperson and committeepersons may enter the plant and remain on the premises before and after their regular shift provided that their purpose to enter or remain on the premises is (1) for union representation activities of the bargaining unit, as defined in Article 5, (2) confined to the nonworking areas of the plant, and (3) does not interrupt operations. For safety and legal liability reasons, the chairperson and committeepersons must also notify the Plant Manager or shift supervisor that they will enter or remain on the premises before or after their regular shift. All persons must not enter or remain when the plant is closed.

ARTICLE 13
CLASSIFICATIONS

Section 1. Classifications.

Classifications shall exist of the following:

1. Assembly
2. Materials
3. Custodian
4. Quality

Section 2. New Classifications.

If the Company decides to establish a new classification, it will inform the Union of the job duties and interim rate. Upon request, the Company will meet and confer with the Union about the interim rate. The Company will consider the Union's position when determining the interim rate. The interim rate shall stay in effect until expiration of the CBA.

ARTICLE 14
LAYOFF AND
RECALL

Section 1. Long-Term Layoff (31 days or greater).

When the number of team member(s) in the Assembly/Material Handler classification needs to be reduced on a long-term basis (longer than thirty days), the affected team member in that group/classification will have the choice to hold his team first by bumping a junior team member in that team/group or if so chosen would bump the lowest in seniority on the shift of the affected classification. The bumped employee who would now be the lowest in seniority on that shift would bump the lowest in seniority in that classification plant wide if applicable. The affected employee from that bump would now be the lowest in classification/seniority plant wide and would have the option to pick from any open job in the other classification (Material Handler or Assembly) if one exists. If no open jobs exist, then the affected employee would have the right to bump the lowest seniority team member in the plant in the other classification and dependent upon their own ability to become proficient in that job, after a reasonable period no longer than one week training. If they cannot become proficient, they will be laid off until recalled in their classification or lose recall rights. The affected employee from that bump would move to layoff.

Team members in all other classifications will be laid off in order of shift and by classification. If a senior team member in a specific classification has enough seniority to bump the junior team member in their classification on another shift, they shall be permitted to do so to avoid the layoff.

Section 2. Recall from Long-Term Layoff.

Team members will be recalled from layoffs in order of the greatest seniority provided they are capable of performing the work required. When team members are recalled, they may be required to be examined by Westport's appointed physician. When recalling team members, they will be recalled to the classification previously held, seniority permitting. Laid off team members and team members transferred due to a reduction in force will be recalled to the classification and job assignment previously held, seniority permitting.

Westport shall rely on the last name, address and telephone shown on its records (Via Work Day) for layoff and recall notices and for all other purposes. Neither Westport nor the Union shall be responsible for the team member's seniority if changes are not submitted through the company Work Day portal in a timely fashion.

Home Address - To protect seniority, it is the team member's responsibility to keep Westport informed of the correct home address and telephone numbers. Such changes must be submitted through Work Day.

Section 3. Temporary Layoffs (30 days or less).

Westport shall have the right to make temporary adjustments of its working force for not to exceed thirty (30) days. The work force shall then be adjusted as above, unless the thirty (30) days is extended by mutual agreement. Within thirty (30) days the Company will offer work by shift/ area/ classification, by top seniority down and force from the bottom up, if partial shift work is available. The work offered would be specific to their area, classification, and shift. Outside of that offering the employee would sit on layoff until recalled to their assignment.

Section 4. Representation During Layoff.

Active committeepersons and the shop chairperson shall head the seniority list for layoff and recall purposes, provided they can perform the work and the assignment is within their classification. This Section is inapplicable to alternate representatives.

ARTICLE 15 WAGES

Section 1. Rates.

The straight-time hourly rates below are exclusive of any additional amounts payable under Section 2 (Retention Raises), Section 3 (Shift Premium), and Section 4 (Team Lead).

	Assembly & Materials	Quality	Custodian
New Hire	$20.00	$20.50	$16.00

12 months	$21.50	$22.00	$17.50
24 months	$23.00	$23.50	$19.00
36 months	$24.50	$25.00	$20.50
48 months	$26.00	$26.50	$22.00
60 months	$27.50	$28.00	$23.50
72 months	$29.00 Fully Progressed Status	$29.50 Fully Progressed Status	$25.00 Fully Progressed Status

Section 2. Retention Raises.

The Retention Raises are as follows:

- E ective One Year following Ratification: Forty Cents ($0.40)
- E ective Two Years Following Ratification: Forty Cents ($0.40)
- E ective Three Years Following Ratification: Thirty-Five Cents ($0.35)
- E ective Four Years Following Ratification: Thirty-Five Cents ($0.35).

Only employees who are at the Fully Progressed Status on the applicable effective date of a Retention Raise shall receive that raise. Employees who attain Fully Progression Status after a stated effective date shall not receive any Retention Raise that became effective before they attained Fully Progressed Status, but shall be eligible for future Retention Raises effective after they attain Fully Progressed Status.

Section 3. Shift Premium.

Shifts with regular start times on or after 3:00 p.m. are “night shift.” Employees who are regularly scheduled to work night shift shall receive a Two Dollars ($2.00) per hour shift premium for all hours worked in addition to their regular pay.

Section 4. Team Lead.

Team Leads shall receive a Two Dollar ($2.00) per hour premium for all hours worked in addition to their regular pay.

Section 5. Conditional Ratification Bonus.

The Company will pay each bargaining unit member who is currently employed as of the day of the vote, a ratification bonus of Five-Hundred Dollars ($500.00) on the express condition that the Union ratifies this Tentative Agreement on the first vote no later than June 28, 2026. If the Union does not provide notice of the ratification to the Company, the above conditional ratification bonus shall expire.

Section 6. Exceeding Top Rate.

Employees who currently earn a straight-time hourly rate above the wage scale in Section 1 shall have their wage rate "red circled" (i.e., frozen).

ARTICLE 16 TEAM LEADS AND LIAISONS

Section 1. Team Leads.

The Team Lead plays a critical role in ensuring that team effort is properly coordinated and focused on consistently achieving world-class quality standards. It is critical that any employee the Company selects as a Team Lead possesses the necessary leadership skills, job knowledge, and ability to effectively communicate with others.

The Company has the sole discretion to determine the number of Team Leads, if any, and to select the person(s) to appoint and remove as a Team Lead. Team Leads are members of the bargaining unit and shall not be supervisors; they have no authority to discipline or discharge.

An employee selected as a Team Lead shall receive the additional compensation as set forth in the Wages Article.

Section 2. Liaisons.

A Liaison is often the first line of communication with the customer. It plays a crucial role in serving as an ambassador of the Company. It is critical that any employee the Company selects as a Liaison possesses the necessary communication skills and multi-tasking ability. The Company has the sole discretion to determine the number of Liaisons, if any, and to select the person(s) to appoint and remove as a Liaison. Liaisons are paid as Assemblers.

ARTICLE 17 TRAINING RESPONSIBILITY

All employees are expected to provide training to any individual in any job assignment, in which the Company deems them qualified as they have previously shown efficiency over a reasonable period of time, as directed by the Company. When the training of a certain position is needed, the employee in that position, if present, will perform the training. If absent that day the Team Lead or Absentee Replacement will perform the training. If the required training is needed in a position and the bid person is absent that day, the Company will not pull an employee off their bid job to perform the training of that position when a Team Lead and or Absentee Replacement is available to do the training. Disputes of this section will be handled through the grievance and arbitration procedure in this agreement and all employees will follow last order given until that dispute is resolved.

ARTICLE 18 HOLIDAYS

All active regular (non-probationary) employees shall be paid eight (8) hours holiday pay at their regular rate of pay for the following holidays:

New Year's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Labor Day

Employees will have the option to use PTO in conjunction with holidays provided that they are scheduled in advance and approved by the Company. To qualify for holiday pay, an employee must work his or her entire regularly scheduled day immediately before and immediately after the holiday. Any preapproved compensated day scheduled will not count against an employee for purposes of qualifying for holiday pay. Employees who are absent or late before or after a holiday will lose one day of holiday pay as well as be subject to the attendance policy.

Compensable holidays under this Agreement will be recognized consistent with the day the customer recognizes such holiday.

Customer service obligations may require that employees be scheduled to work on holidays. Should an employee work on the holiday, he/she shall be compensated at one-and-one half time his/her regular rate of pay in addition to the holiday pay of eight (8) hours. Volunteers will be sought first. If there are no volunteers, the Company may force from the bottom of the seniority list by classification to cover the necessary positions for work to be done.

ARTICLE 19
PAID TIME OFF

Section 1. New Hire PTO.

All PTO awarded in the calendar year of hire is treated as a 100% wage advance and cannot be accrued. In the event employment ends for any reason, any PTO paid in the calendar year of hire will be deducted from any final money owed for wage advance repayment.

Start Month	Total PTO Days
January - April	4
May - June	3

July - August	1
September - December	0

Section 2. PTO for Ongoing Employees.

Ongoing employees in their first full Calendar year (employed as of January 1st) Accrue PTO as a percentage of weeks completed in that calendar year. For example, if employment ends (for any reason) after 20 weeks (20 ÷ 52) is 38% of Total PTO in that Calendar year is considered "Accrued" and any PTO that has been paid that was not accrued when employment ends, will be treated like a wage advance and deducted from payments owed to employee. All PTO balances and accrual will reset at the beginning of each calendar year (January 1st). PTO must be utilized in the same year as it is earned. PTO may not be carried over from one year to another. Employees will be eligible to use PTO time after completing their probationary period. PTO may only be used in 8-hour increments. PTO must be scheduled in advance and approved by the Company. Paid PTO may not be used on days the employee is tardy or leaving early. Any employee who communicated the PTO in accordance with existing Company's call-off policy shall not receive attendance points for the days covered by the approved PTO request. If the employee's request for the PTO is denied, the employee will be subject to the Company's attendance policy. If an employee receives attendance point(s), they will not be required to use a PTO for the day(s).

Calendar Year (January 1st Following Hire)	Total PTO Days
1	5
2	10
8	15

ARTICLE 20
FUNERAL LEAVE

Section 1. Funeral Leave Eligibility.

Employees who have attained seniority may be excused from work with pay due to the death of a family member as provided below. Paid funeral leave is a limited benefit, not intended to replace other forms of leave, and shall only be granted in accordance with the following terms. To be eligible, the employee must (1) attend the funeral or memorial service, and (2) submit documentation of the family relationship and

attendance upon return to work. Even where there are multiple services (e.g., wage, funeral mass, memorial), the funeral leave is limited to one leave per death.

Section 2. Immediate Family Members.

If the deceased was the employee's immediate family member (defined as husband, wife, mother, father, step-mother, step-father, brother, sister, step-brother, step-sister, grandchild, or child), the employee shall be eligible for up to three (3) days of paid funeral leave. For purposes of this Article, the terms "husband" and "wife" do not include "domestic partners."

Section 3. Non-Immediate Family Members.

If the deceased was the employee's non-immediate family member (defined as grandfather, grandmother, father-in-law, mother-in-law, brother-in-law, or sister-in-law), the employee shall be eligible for up to one (1) day of paid funeral leave.

Section 4. Uncovered Funeral Leave.

PTO or unpaid funeral leave for all other persons may be permitted at the discretion of the Facility Manager. An employee may submit a request for unpaid funeral leave to the Company through Workday.

Section 5. Death Without Service for Immediate Family Member.

If no funeral or memorial service is held, the Company may grant up to two (2) paid days off in conjunction with the death of an immediate family member only, provided proof of the relationship and death is timely submitted.

Section 6. Additional Time.

Employees may request to extend funeral leave by using PTO or by applying for up to two (2) additional unpaid days. All such requests require prior approval from the Company.

Section 7. Documentation Requirements.

Employees must provide documentation establishing both their relationship to the deceased and their attendance at the service. Acceptable documentation, includes the following: (1) published obituary identifying the employee and relationship; (2) a death certificate; (3) a letter from the funeral home verifying attendance and relationship. Failure to provide acceptable documentation may result in denial of paid funeral leave.

Section 8. Pay and Conditions.

Funeral leave shall be paid at eight (8) hours per day at the employee's regular rate of pay. Leave must be requested and approved through the employee's Workday account with all required documentation attached. Untimely or incomplete submissions may delay or result in forfeiture of payment. Funeral leave shall not be paid when the employee is on a leave of absence, layoff, or otherwise not in active work status. Employees are expected to provide as much notice as possible upon learning of the need for funeral leave.

Funeral leave under this Article shall run concurrently with, and not in addition to, any leave provided by federal, state, or local law.

ARTICLE 21 JURY DUTY

Any employee who has completed their probationary period who is called to and reports for jury duty as prescribed by applicable law shall receive a jury duty pay differential subject to the conditions below. The jury duty pay differential is equal to the difference between the regular wages the employee otherwise would have earned by working during the regular straight time hours, up to eight (8) hours, for the Company and the daily jury duty fee paid by the court (excluding travel allowance and reimbursement of expenses) for each day of jury duty performed on which the employee otherwise would have been scheduled to work and did not work. This jury duty pay differential is capped at ten (10) days in any rolling 12-month period. In order to receive payment under this Article, an employee must (1) give the Company prior notice that he or she has been summoned for jury duty within 72 hours prior to the date the employee is scheduled to appear for jury duty, (2) furnish satisfactory evidence that the employee performed jury duty on the days for which the employee claims payment, and (3) provides the evidence in a manner requested by the Company (e.g., Workday). Employees who are released early from jury duty are expected to immediately return to work if they are released from jury duty within two hours of the end of their scheduled shift. Employees who are released early must immediately notify the Company that they have been released early, and the supervisor will decide whether to call the employee in to work or to waive the work requirement.

ARTICLE 22
LEAVES OF
ABSENCE

Section 1. Personal Leave of Absence.

Upon written application a personal leave of absence (not to exceed thirty (30) days, without pay) for a specified purpose may be granted to Employees at the discretion of Westport Axle. However, Westport agrees to grant a leave of absence whenever feasible. No leave of absence shall be granted for the purpose of working elsewhere or for self-employment, and doing so will subject the employee to immediate termination. Leaves of absence shall not be renewed unless by mutual agreement between the Company, the Employee, and the Union; and seniority shall accumulate during the leave. Employees will not be eligible for any fringe benefit, except and limited to continued health, prescription, dental, and vision insurance coverage during a personal leave of absence, but will be responsible for the employee premium cost share.

Section 2. Disability Leave.

An employee, who, has voluntarily elected (1) Short Term Disability Insurance benefits or (2) both Short-Term Disability Insurance benefits and Long-Term Disability Insurance benefits, because of illness or accident, is physically unable to report for work and has exhausted all PTO, may be granted a leave of absence, provided (1) he promptly notifies the Company of the necessity for such leave and (2) the short-term disability insurance carrier, long-term disability carrier, or both deems the employee qualified for STD benefits and/or LTD benefits. An employee who does not voluntarily enroll in Short-Term Disability shall not be eligible for a leave of absence under this section. An employee who only enrolls in Long-Term Disability and not Short-Term Disability shall not be eligible for a leave of absence under this section. The leave of absence period for an employee who voluntarily enrolls in Short-Term Disability insurance benefits only shall not exceed 12 weeks. The leave of absence period for an employee who voluntarily enrolls in both Short-Term Disability and Long-Term Disability shall not exceed 39 weeks. Any eligible employee who is unable to return to active employment within either 12 weeks or 39 weeks, dependent upon the disability insurance benefits elected, shall forfeit their seniority and shall be terminated.

Leave requested due to (1) short-term disability or (2) short-term and long-term disability must be accompanied by a physician's certificate specifying that the employee is unable to work, the dates on which the employee is unable to work and the reasons therefore. Employees are responsible for following the call-off procedure and submitting all required documentation. The employee must follow all rules and procedures of the STD/LTD insurance carrier to qualify for leave under this Section. It is the responsibility of the employee to request, fill out, and return STD/LTD paperwork to the Company. If an extension of any STD/LTD period is necessary, the employee must notify the STD/LTD carrier and the Company through the call-in procedure and turn in the extension within 48 hours prior to the original return to work date. Employees who are granted a disability leave of absence must keep the Employer periodically informed of their condition and expected date of return to active employment, and upon return to work will furnish the Employer a release from the employee's doctor stating the employee's ability to resume full-time active employment in safety sensitive role (if previously full-time).

Section 3. Military Leave.

The Parties will comply with all state and federal laws related to service in the United States Armed Forces, including the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended.

Section 4. Family and Medical Leave Act Leave.

The Parties recognize that the Family and Medical Leave Act, as amended, contains both rights and obligations for both the employees and the Employer. Nothing in this Agreement shall be construed to expand or limit those statutory rights or obligations. Employees may be required to use PTO concurrently with FMLA allotted time, provided that employees will be permitted to keep five (5) days of PTO in their bank.

Section 5. Public Office Leave.

An employee elected to a full-time public office that requires complete separation from active employment with the Company may, upon written request and subject to the Company's approval, be granted an unpaid leave of absence. This provision shall not apply to part-time or volunteer offices, for example school boards or city councils. The leave of absence shall not be automatically extended for subsequent terms. Any extension requires the express prior approval of the Company. Upon timely written notice of intent to return, the employee shall be returned to a bargaining unit position. Failure to return within thirty (30) days following the expiration of the approved leave shall constitute a voluntary resignation. In the event the employee does not serve their full term of public service, whether for resignation, impeachment, or any other reason, the leave of absence shall expire within three (3) days from their separation from the public office. Public office leave shall be without pay and without benefits. Seniority shall be frozen during the leave.

Section 6. Workers' Compensation and Workers' Compensation Leave.

The parties acknowledge that both the Company and the employees have rights and obligations under the Pennsylvania Workers' Compensation Act. Nothing in this Agreement shall be construed to waive, limit, modify, or restrict any such rights or obligations, and both parties expressly reserve all rights and obligations established under the Act. Employees will not suffer loss of seniority resulting from an illness or injury arising out of and in the course of employment, unless the absence exceeds 12 months.

ARTICLE 23
HEALTH AND
SAFETY

Section 1. Joint Responsibility.

The Company and the Union are mutually committed to providing a safe, healthy and pleasant environment for all employees. The Union agrees to cooperate in promoting the observance of health and safety rules, and policies.

The Company will maintain reasonable safety rules, conduct safety inspections, provide safety devices, and maintain safety programs reasonably designed to minimize and eliminate accidents and health hazards within all operations. The Company will provide employees with training in applicable safety rules and procedures relevant to their assigned job duties. Employees are expected to follow such training, and must use safety devices and equipment provided, abide by all safety policies and practices, and use good common sense to safely carry out their job assignments. At no time shall an employee operate any equipment that is not in safe working conditions.

If an employee believes a condition or equipment presents an unsafe condition, he/she must immediately call the matter to the attention of their supervisor and in addition, may contact his/her committeeperson.

If the matter is still not resolved, it may be taken up in the grievance procedure. Nothing in this paragraph or Agreement is intended in any way to modify the rights and responsibilities of Employees, the Union, or the Company under applicable State, Federal statutes including the Occupational Safety and Health Act (OSH Act).

At no time will an employee be disciplined for refusing a direct order, where the employee has a good-faith, objectively reasonable belief that complying with the order would subject the employee to an unreasonable risk of bodily harm, provided the employee immediately notifies supervision of the basis for the concern and remains available for other assigned work while the Company evaluates the concern.

Section 2. Joint Health and Safety Committee.

There will be a joint health/safety committee at the Company consisting of three (3) members from the Union and three (3) members from management. The committee will be co-chaired by one (1) member from management and one (1) member of the union to be determined by the committee. The committee shall have the following responsibilities:

- Conduct regular meetings, at least once each quarter, discussing issues regarding safety concerns with a view to improving health and safety conditions.
- Conduct emergency special meetings held as soon as practicable upon the request of at least one Union member and one Company member.
- Recommend measures for elimination, mitigation, or control of plant conditions related to the health and safety of employees, including ergonomics and maintenance of first aid boxes.
- Conduct safety tours as required for identifying safety concerns.
- Jointly implement training programs beneficial to the operation of Company equipment and the safety of all employees.

Being a member of the joint health and safety committee is considered part of an employee's job. Time spent in joint health and safety committee meetings is considered as time worked and shall be paid by the Company.

Section 3. Injuries.

Work time missed as the result of an injury or occupational illness incurred in the performance of the employee's job duties that requires off-site medical evaluation or treatment is treated as paid time for the remainder of the day of the injury or illness. Total pay for the day will not exceed eight (8) hours.

Section 4. Serious Incidents.

The Company will comply with all applicable legal reporting obligations regarding fatalities or other serious incidents required to be reported by law.

Upon request, the Company will meet with the Union to discuss a serious workplace injury or fatality as soon as practicable, subject to emergency response needs, ongoing investigations, confidentiality obligations, safety requirements, and operational needs.

Section 5. The Occupational Safety and Health Act of 1970.

The Company will comply with the Occupational Safety and Health Act of 1970, including:

1) notification duties to employees and their designated representatives under the Act;

2) providing personal protective equipment as necessitated under the Act at no cost to the Employee. Employees must be responsible for the proper use and safeguarding of issued PPE. When an employee has lost or intentionally damaged the PPE issued to him or her, the employee may be subject to discipline.

ARTICLE 24 DRUG AND ALCOHOL TESTING AND SUBSTANCE ABUSE

The Company retains the right to require employees to submit to alcohol and drug testing on the basis of reasonable suspicion, post-accident, after any injury of greater severity than first aid, return from any leave of absence or layoff in excess of 14 days, and as required by a governmental body or a customer. Such employee must provide urine, saliva, and/or breath for testing as requested by the Company for the reasons set forth above. The Company will direct such employees to its third-party clinic for immediate testing. Any employee's refusal to take drug or alcohol test shall be considered a positive test result and shall subject the employee to discipline, up to and including termination. Any positive test result shall subject the employee to discipline, up to and including termination. All employees are prohibited from reporting to work or working with alcohol (defined as Blood Alcohol Content (BAC) of 0.02 or more) or illegal drugs (including marijuana) in their systems.

ARTICLE 25
HEALTH
INSURANCE

Section 1. Eligibility for Coverage.

An employee is eligible for Company-provided health insurance effective on the employee's 90th day of full-time employment or as otherwise required under the Affordable Care Act. Employees must comply with all plan requirements and participate in open enrollment within the timeframes established by the Company.

Section 2. Coverage for Current Employees.

Effective June 6, 2026, all current employees shall remain on the same health insurance plan as currently provided. The parties understand that the Company or the insurance company may change coverage amounts, deductibles, premiums, networks, copays, coinsurance, and all other elements of the plan design from plan year to plan year, provided the Company notifies the Union at least sixty (60) days' prior to implementation. Upon request, the Company will meet with the Union to discuss the changes.

Section 3. Coverage For Employees Hired After Ratification of the 2026 CBA.

All new employees hired on or after ratification of the 2026 CBA shall be offered the same health insurance plans as offered to supervisors at the Westport Axle Alburtis location. The parties understand that the Company or the insurance company may change coverage amounts, deductibles, premiums, networks, copays, coinsurance, and all other elements of the plan design from plan year to plan year, provided the Company notifies the Union at least sixty (60) days' prior to implementation. Upon request, the Company will meet with the Union to discuss the changes.

Section 4. Continuation of Benefits.

Employees who have qualified for health coverage shall remain eligible provided they remain actively working and employed, subject to the following:

1. Short-Term Disability. Health coverage shall continue during approved short-term disability leaves, provided the employee remains eligible under the plan and the ACA, and complies with all plan requirements.
2. Workers' Compensation. Coverage shall continue during absences of six months' or less due to work-related injuries in accordance with applicable workers' compensation laws. Employees must comply with all workers' compensation requirements to remain eligible for medical coverage.
3. Temporary Layo . For Company-initiated temporary layo s of less than a full calendar month, up to a maximum of four weeks per calendar year.
4. Military Leave. Health coverage will continue for employees on qualifying military leave as required by applicable state and federal laws (e.g., USERRA).

Section 5. Termination of Benefits.

Health coverage shall terminate the earliest of the following: (1) the employee's termination of employment; (2) the date the employee ceases to meet eligibility requirements as defined by the ACA and health plan documents; (3) the date the employee voluntarily waives coverage; (4) the date the employee fails to make the required premium contribution, or (5) during any period in which the employee is not actively working and not receiving pay from the Company, except as provided in Section 4 above.

ARTICLE 26
OTHER
INSURANCE

Section 1. Eligibility for Coverage.

An employee is eligible for Life, Accidental Death and Dismemberment, Short-Term Disability, Dental, and Vision insurance coverage effective the employee's 90th day of continuous full-time employment.

The employee must elect coverages through Workday within the first sixty (60) days of employment. Employees must participate in the yearly open enrollment to elect and continue benefits.

Section 2. Life Insurance.

The Company will provide, at its expense, a life insurance policy in the amount of Twenty Thousand Dollars ($20,000.00) for each employee who has attained seniority.

Section 3. Accidental Death and Dismemberment Insurance.

The Company will provide, at its expense, an accidental death and dismemberment insurance policy in the amount of Twenty Thousand Dollars ($20,000.00) for each employee who has attained seniority.

Section 4. Dental Insurance.

The Company shall make available a group dental insurance plan for eligible employees that is consistent with the Employee Benefits Summary Sheet.

Section 5. Vision Insurance.

The Company shall make available a group vision insurance plan for eligible employees that is consistent with the Employee Benefits Summary Sheet.

Section 6. Disability Insurance.

The Company shall make available group short-term disability and group long-term disability insurance for eligible employees to enroll at their expense.

ARTICLE 27 VOLUNTARY AND ANCILLARY BENEFITS

The Company and the Union understand that the current ancillary and voluntary employee benefits not otherwise expressly provided for in this Agreement are offered by a third-party provider. As such, the continuation, modification, or discontinuation of such benefits shall not create a binding past practice and shall be at the sole discretion of the third-party provider. With this understanding, the Company agrees its employees can enroll plan year to plan year in these ancillary and voluntary employee benefits if offered by the third-party provider, and will provide payroll deductions for such elections.

ARTICLE 28 EMPLOYEE ASSISTANCE PROGRAM

The Company has the right to provide an Employee Assistance Program to those employees who meet the eligibility requirements from the EAP coverage provider.

ARTICLE 29 RETIREMENT

The Company shall provide eligible employees the opportunity to participate in the Company's 401(k) plan, in accordance with applicable laws and plan rules. The parties acknowledge that the plan administrator may from time to time amend the plan to comply with IRS regulations and similar laws. An

employee becomes eligible to enroll in the Company's 401(k) plan on the first full pay period following the successful completion of the probationary period. The Company shall match 100% of the first 5% of base contributed by an eligible employee subject to a maximum employer contribution of One-Thousand Dollars ($1,000.00) per year. Eligible employees shall be immediately vested in their own contributions. Employer matching contributions shall be subject to a three-year vesting schedule, becoming fully vested after completion of three full years of service.

ARTICLE 30 TEMPORARY WORKERS

The Company retains the right to utilize temporary workers to perform bargaining unit work. The number of temporary workers shall not exceed thirty percent (30%) of the workforce. The Company may evaluate temporary workers for direct hire positions as openings become available. When the Company evaluates temporary workers for a regular position within the bargaining unit, it may decide to assess the temporary workers based on (1) work performance, (2) attendance, (3) longevity, and (4) other business factors it deems appropriate. No temporary worker shall be deemed to have acquired any expectation of employment unless expressly hired by the Company. The Company's use of temporary workers shall not be the cause of layoff of bargaining unit employees.

ARTICLE 31 SUBCONTRACTING

The Company's decision to subcontract out work shall not be the cause of layoff or displacement of bargaining unit members.

ARTICLE 32 WORK RULES

The Company retains the right to establish and modify reasonable work rules, regulations, and policies and to establish and enforce reasonable penalties for violations of such work rules, regulations, and policies. New or modified rules, regulations, and policies will be first discussed with the Union Committee, and then posted five (5) work days prior to the effective date so as to provide notice to the bargaining unit.

ARTICLE 33 SUPERVISORS PERFORMING BARGAINING UNIT WORK

The Company retains the right to direct supervisors to perform bargaining unit work under the following circumstances: training; demonstrations; (including trainings or demonstrations by or to a third-party); testing; troubleshooting; quality control; urgent situations where qualified bargaining unit employees are unavailable at the time the work is to be performed due to reasons beyond the control of the employer, e.g., excessive call offs; providing occasional assistance to bargaining unit employees; work historically performed by supervisors, and/or by mutual agreement by the Union and the Company. The parties affirm

that the performance of such work by supervisors reflects operational necessity and flexibility required in the management of the business.

ARTICLE 34 BULLETIN BOARD

The Company shall provide a bulletin board for the exclusive use and posting of all Union notices, announcements of Union meeting(s) and Union events, or any other lawful non-derogatory information authorized by the Union. The Union shall provide a copy of any postings to the Company, at least one day before the time of posting, for its approval. All Union notices must be signed by a delegated Union Representative. The Company reserves the right to remove or refuse to allow the posting that, in its determination, is derogatory, discriminatory, harassing, inappropriate, harmful to the Company's or the customer's reputation, or not otherwise relevant of the Union or Company. The Company will notify the Union of any posting it removes as provided above.

ARTICLE 35 GENERAL

Section 1. General Election.

Employees desiring to take time off on a General Election (elections that occur the Tuesday next after the first Monday in November in even numbered year) may request up to two (2) hours of unpaid time off without pay solely for the purpose of voting. Employees must provide their supervisor with as much advance notice as possible, and such request may be granted only if operational needs permit. Employees will only be permitted to take two (2) hours off without pay under this Section if they are unable to vote because their scheduled working hours prevent them from having the opportunity to arrive at the polls between 7:00 a.m. and 8:00 p.m.

Section 2. Handbook.

If the Company ever decides to create an employee handbook it will provide a copy to all employees.

Section 3. Prior Approval.

Whenever an employee receives written permission from his Supervisor to leave early the employee will not receive Attendance Points.

ARTICLE 36 NON-DISCRIMINATION

Section 1. Non-Discrimination.

The Employer and the Union will not discriminate against any employee on any characteristic protected by law.

Section 2. Gender Reference.

Wherever in this Agreement a gender pronoun or the singular or plural form of a gender is used, it is understood that such references are meant to have equal application to all persons covered by this Agreement, male or female.

ARTICLE 37 SEPARABILITY/COMPANY RULE CONFLICT

If any part of this Agreement is held invalid due to existing or future federal or state legislation, the remainder of this Agreement shall not be affected thereby.

In the event that Company's rule book, handbooks, regulations, policies, or other rules directly conflict with the provisions of this contract, this contract shall control.

ARTICLE 38 COMPLETE AGREEMENT

The Employer and the Union acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the Parties after the exercise of that right opportunity are set forth in this Agreement. Therefore, except as set forth in this Agreement, neither Party shall have any further obligation to bargain over any matter to take effect during the term of this Agreement.

ARTICLE 39 DURATION

This Agreement shall be effective the 6th day of June 2026. This Agreement shall continue in full force and effect until 11:59 p.m. June 6, 2031.

This Agreement shall continue in effect for successive yearly periods after June 6, 2031, unless notice is given in writing by either Party not less than sixty (60) days prior to June 6, 2031 or any one (1) year anniversary date thereafter, of its desire to modify, amend or terminate this Agreement. If such notice is given by either Party this Agreement, shall be open for modification, amendment, or termination, as such notice may indicate during the sixty (60) days prior to June 6, 2031 or the subsequent one (1) year anniversary date, as the case may be. Upon receipt by either Party of the written notice provided for above, the Parties shall promptly arrange a mutually agreed upon date to commence negotiations pursuant to such written notice.

In witness whereof, the parties have set their hands on the date set forth at the commencement hereof.

International Union, United Automotive, Aerospace and Agricultural Implement Workers of America, (UAW) Local 677

Westport Axle LLC
Alburtis, PA

6/9/26

Michael A. Shupp
President
UAW Local 677

Robert Stamper
Operations President

James Whisler, Jr.
International Representative
UAW Region 9

Paul Buehler
Director of Operations

APPENDIX A ATTENDANCE POINT SYSTEM

(Call Off Procedures)

The Company strives to ensure employees understand a "call-off" must be made as soon as possible, before an employee's assigned work-time has started (when planned, a notice of at least 1 week is preferred while a 2 to 4 hour notice is preferred for unexpected absence and/or severe circumstances). The more notice an employee gives, the easier it is to adjust operations and service customers. Any reason for an employee's missed work is categorized and recorded.

Sending a text message is NOT an acceptable method for communicating an absence or tardiness. A live voicemail must be left on the company call off line. The call off line information can be found on the HR board and in the new hire packet.

The Attendance Point System provides an equitable method to keep attendance issues from occurring or escalating. The Attendance Point System is not intended to be all-inclusive. The Attendance Point System does not override or secede from other uniform rules and regulations. The appropriate level of corrective action or discipline may depend on the individual situation or circumstances. Here are examples of attendance issues and the points associated that can accrue toward corrective or disciplinary measures. Preplanned, time off (i.e. vacation) will not accrue points.

Pre-approved Time Off	(0 points)	Jury duty, death in immediate family, scheduled time off approved by Manager or Supervisor i.e. vacation.
Absence with Notice "Call Off"	(1 point)	Unscheduled day off in which a voicemail has been left on the call-off line 1 hour prior to the scheduled shift start time
Non-Excusable Absence	(1.5 points)	Last minute call-off (Except severe or unexpected circumstances to be reviewed case by case), in which the call-off line is contacted less than 1 hour prior to the scheduled shift start time
Absence Without Notice "No Call No Show"	(2 points)	An absence without notice or notification via the Call-off line will be considered a No Call, No Show. NOTE: Three consecutive No Call, No Show's will be considered a voluntary resignation by the employee.
Tardiness	(0.5 point)	Beginning or leaving shift within one hour after an assigned or scheduled start/end time.
Tardiness	(1 point)	Beginning or leaving shift in excess of one hour after an assigned or scheduled start/end time.

Absenteeism resulting in extension of weekend or holiday, or pattern absenteeism (e.g., calling off Fridays and/or Mondays), is subject to 2 points per instance after the first occurrence (within any contiguous six [6] month period).

- Accumulation of 2 points within any contiguous six (6) month period – Verbal Counseling.
- Accumulation of 3 points within any contiguous six (6) month period – Written Warning.
- Accumulation of 4 points within any contiguous six (6) month period – Final Written Warning.
- Accumulation of 6 points or more within any contiguous six (6) month period may be subject to termination of employment.

Adverse Weather. Under the Attendance Point System, employees receive 0.5 points for being tardy if they arrive within one hour of their scheduled start time. The Company will waive 0.5 eligible tardiness point per rolling year caused by a weather emergency if the following conditions are met: (1) the public school district that the employee resides n has canceled classes, (2) the employee arrives at work within one hour of their scheduled start time, and (3) the employee's tardiness was due to the weather emergency. To avoid receiving the 0.5 tardy points, employees must notify the Company about the weather emergency by the end of their shift. All other attendance infractions will be subject to the attendance policy.

We take attendance seriously, as a matter of providing reliable, consistent service. Call-offs or attendance issues lead to corrective counseling, coaching, disciplinary action, or termination of employment. Attendance affects customers, employees, freight-flow, and company operations. It is best to schedule personal activities or appointments on weekends to avoid time off during the week. The Company will consider three consecutive No Call No Show's as a voluntary resignation by the employee.