



MACUNGIE OPERATIONS SUPPLEMENTAL AGREEMENT

between

Mack Trucks, Inc.

and the

**International Union,
United Automobile,
Aerospace and
Agricultural Implement
Workers of America
UAW and Its Locals
171, 677, 1247, 2301, 2420**

November 15, 2023 – October 1, 2028

MACK TRUCKS, INC.
MACUNGIE SHOP LOCAL SUPPLEMENT
International Union
United Automobile, Aerospace and
Agricultural Implement Workers
of America UAW
and its Amalgamated
Local No. 677

This Supplemental Agreement, made this 16th day of November, 2024, by and between Mack Trucks, Inc., a Pennsylvania corporation (hereinafter designated as the "Company") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, on its own behalf and behalf of its Amalgamated Local No. 677 (hereinafter designated collectively as the "Union"), covering employees in its shop bargaining unit at Macungie, Pennsylvania.

WITNESSETH:
That the parties hereto mutually agree as follows:

ARTICLE 1 - RECOGNITION

All production, non-production and Skilled Trades employees at the Company's Macungie, Pennsylvania Plant, but excluding executives, directors, business team leaders, supervisors, production engineers, draftsmen, designing, planning and estimating engineers, plant protection employees and office employees.

ARTICLE 2 - UNION SHOP AND CHECK OFF
(See Master Agreement)

ARTICLE 3 - REPRESENTATION

SECTION 1

The Union shall be represented in the facility by the President of the Local Union, the Shop Chairperson and six (6) Bargaining Committeepersons, who shall be elected by the Macungie Shop Unit. At the time of their election or appointment to office, all Union representatives shall be employees of Mack Trucks, Inc. The Union will provide written notice that an employee is authorized to act on behalf of the Union and the Company will then recognize the employee as a Union representative permitted to function as provided in this Agreement.

SECTION 2

The six (6) Bargaining Committeepersons shall represent specific areas to be determined by the Union on a reasonable basis and submitted to the Company thirty
days in advance of the posting for Committeeperson elections.

SECTION 3

(a) The President and Shop Chairperson will work full time on proper Union representation activities as provided in Mack/UAW Agreements. They shall be paid at their regular rate, by the Company for time so spent, for up to eight (8) hours each regular work day, Monday through Friday, except as otherwise provided in Article 13.

(b) In addition, the President and Chairperson may perform duties and responsibilities relative to the position which are not covered by UAW Mack Agreements. However, it is recognized their primary and foremost responsibilities are the UAW Mack Agreements.

(c) The Committeepersons will work full time as Union representatives, including functions specified in the grievance procedure. They shall be paid by the Company for time so spent for up to eight (8) hours on each

regular workday, Monday through Friday, except as otherwise provided in Article 13.

SECTION 4

(a) A Vice Shop Chairperson and Vice President will be elected or appointed, and their duties will be the same as the elected Chairperson and President, respectively, and will be permitted to function when the principal(s) is/are absent from work. The Union will notify the Human Resources Department as far in advance as possible when the Vice Shop Chairperson or Vice President is scheduled to act in place of the Chairperson or President.

(b) An Alternate Committeeperson for each member of the Bargaining Committee will be elected or appointed whose duties will be the same as the Committeeperson. The Alternate Committeeperson will be permitted to function when the regular Committeeperson is absent from work. The Union will notify the Human Resources Department as far in advance as possible when an Alternate is acting in place of a Committeeperson. During the 2001 Local Labor negotiations, the Union requested that additional Union representation be permitted during periods of production rate changes which impact plant manning's. It was agreed by the parties that additional meetings would be required after ratification to further discuss this issue to establish the parameters within which the alternate Union committeepersons might operate during such periods.

(c) The provisions of this Section 4 will also include the appointment of an Alternate when either the Principal and Alternate in Sections (a) and (b) above are absent.

SECTION 5

(a) No employee shall stop their assigned work for any purpose related to the investigation or settlement of a grievance without promptly requesting permission of their Supervisor, which shall be granted within a reasonable time.

(b) Bargaining Committeepersons when working overtime as Committeepersons may perform their normal functions as described in this Article but will not interrupt the work of employees other than to discuss a grievance that occurs during the overtime period.

(c) Should the Company believe representation time is being abused, a meeting must be called with the Local Representatives and the International Representatives to allow the Union to correct such alleged abuse.

ARTICLE 4 - NOTIFICATION
(See Master Agreement)

ARTICLE 5 - GRIEVANCE PROCEDURE
(See Master Agreement)

SECTION 6

Company's Step 2 representative -- Department Manager or designee

ARTICLE 6 - SENIORITY

SECTION 7

(a) In the case of employees commencing work on the same date, order of seniority among the employees shall be determined by using the last four digits of each employee's social security number. In other words, the employee with the lower social security number shall be deemed to have the greatest seniority. An employee shall be given an identification badge on the date the employee actually commences work.

(b) In the case of employees whose probationary period is completed on the same date, order of seniority among the employees shall be determined by using the last four digits of their social security number, i.e., the employee with the lowest social security number shall be deemed to have the greatest seniority.

(c) In the case of employees hired prior to October 28, 1992 and who commenced work on the same date, seniority will be determined by reference to the time stamp on the employees' application forms, i.e., the employee with the earliest date and time stamped will have the greater seniority.

(d) When it becomes necessary for the Company to hire new employees who possess the special skills required for the performance of a particular classification, the employee shall not be permitted to bid out of the classification until all employees with greater seniority have been recalled. Prior to hiring new employees, laid off employees acquiring special skills required for the performance of a particular classification through verifiable certified training programs, will be given the opportunity.

(e) When it becomes necessary for the Company to hire new employees due to a particular skill the employee has work experience in, the Company will notify the new employee prior to the employee's hire of the fact that the employee is being hired for that particular skill and the conditions involved with the position. A letter will be given to the employee signifying the skill for which the employee was hired with copies forwarded to the Union and the employee's personnel file. The skills in this Section applicable are painter, sheet metal finisher, welder, and **Quality Inspectors**. The new employee will be subject to the same terms and conditions of employment during the probationary period as other new hires and will be accorded all contractual provisions subsequent to that period with the following exceptions:

1. The new employees will only be able to exercise their seniority if they are excessed or bumped off the skills position for which they were hired. (Locked into twenty-four (24) month skills letter.)

2. Should the employee not be in the job for which the employee was hired, and should the Company be unable to fill a vacancy by either returning a home spot or through the job posting procedure in the classification for which the employee was hired and notified, the Company shall have the right to transfer the employee from the employee's job to such vacancy.

   (a.) The Company will effect this transfer by utilizing the least senior employee hired for that particular classification.

   (b.) Should the transferred employee have an established home spot in a classification from which the employee is transferred, the employee will retain that home spot and be returned to it when the employee is released from the job the employee was transferred to, seniority permitting.

   (c.) Should the employee be transferred from a job for which the employee does not have a home spot, the employee will be returned to the last job the employee left when the employee is released, seniority permitting.

   (d.) The Company is limited on transferring any employee under this Section for a period of twenty-four (24) months.

SECTION 8

(a) The Bargaining Chairperson shall continue to work as long as there is work in the Macungie Shop.

(b) Bargaining Committeepersons shall continue to work in their respective representation district, provided that there are employees working in the district.

(c) The President shall continue to work as long as there is work in the Macungie Shop, Allentown Engineering or Allentown Office provided that there are employees still at work.

(d) The Bargaining Chairperson and Bargaining Committeepersons shall be recalled when one (1) or more employees have been recalled to their respective district.

(e) The President shall be recalled when one (1) or more employees have been recalled to the Macungie Shop, Allentown Engineering or Allentown Office.

(f) The Bargaining Chairperson, the President, and Bargaining Committeepersons shall remain in their classification, department and shift as long as there is work.

(g) The President shall exhaust his/her seniority within his/her "home" bargaining unit before exercising his/her seniority rights under (c) above in a different bargaining unit.

SECTION 9

Credited service information will be included on the employee benefit questionnaires and distributed to all employees no later than June 1 of each year.

ARTICLE 7 - LAYOFF & RECALL

SECTION 10

(a) In cases of layoffs other than those designated in Section 11 of this Article, before any employee having seniority shall be laid off, all probationary employees shall first be terminated unless there are no seniority employees available to take the jobs held by the probationary employees.

SECTION 11 - Temporary Layoffs

(a) (1) Temporary Layoffs are those arising out of conditions which at the time the layoff occurs enable the Company to advise the employee that the employee will be recalled during a period not in excess of thirty (30) consecutive calendar days, unless it is mutually agreed between the Company and the Union to extend the layoff beyond the aforementioned thirty (30) days. Temporary layoffs shall mean temporary adjustments of the work force due to conditions beyond the control of the Company which may be made without the application of the layoff provisions of this Agreement.

(2) Probationary employees **may** be laid off in the department, area, classification and on the shift where the layoff occurs.

(3) Employees who have elected to be laid off in accordance with the provisions of (b)(1) below will be laid off in the department, area, classification and shift where the layoff occurs beginning with the most senior employee, until the required number of employees in the affected department, area, classification and shift is exhausted, **unless there is training the company holds the right to assign designated employees during non-production period(s) on their designated shift. If being assigned outside their designated shift the employees will be notified no later than 72 hours prior to working the assigned shift. If proper notification cannot be provided as stated above the**

company will canvass individuals to work outside of their designated shift. The Company will make every effort to attempt to schedule training on their designated shift. If an employee from an off shift is brought to first shift, they will continue to receive their shift differential. If a first shift employee is moved to an off shift, they will receive shift differential.

(4) If a sufficient number of employees to meet the layoff requirement is not obtained through the application of (2) and (3) above, employees as of the effective date of the layoff will then be laid off by shift in the department, area, and classification where the layoff occurs, beginning with the least senior employee. Once a layoff has been implemented, no additional hours (overtime) may be worked in that area of where the layoff is occurring until the employee is recalled.

(5) Employees will be recalled in the following order department, area, classification, and shift:

I. By seniority beginning with the least senior employee laid off under (4) above.

II. In seniority order beginning with the most senior employee laid off under (3) above.

III. Probationary employees may be recalled.

(b) (1) Employees with seniority may indicate their desire to be laid off, in the event of a temporary layoff, by following the procedure indicated below:

I. Employees may complete an electronic form, to be supplied by the Company, indicating their preference.

II. Once an election has been made, it may be changed once every thirty (30) calendar days.

III. Changes in elections to be laid off will become operative seven (7) calendar days subsequent to the election dates.

(c) The Company will not incur any liability from the operation of the procedure except in regard to a claim that a more senior employee was laid off instead of a lesser senior employee, except when the claim involves contention as to whether or not the employee had elected to be laid off.

(d) The Company will not work overtime in a department/area affected by this Section without mutual agreement between the parties with the following exceptions:

(1) When employees who are affected by a temporary layoff are needed as a support force for a department/area which is not directly affected by a temporary layoff. It is understood that the number of support forces working overtime will not exceed the number that is required for support during the normal hours of work when a temporary layoff is not in effect.

(e) Should the temporary layoff continue in excess of five (5) working days, the Union may, in writing, request the Company to adjust the work force in accordance with the provisions of this Article 7 and the Company will do so within five (5) working days thereafter.

(f) During scheduled down weeks, the Flex **Tech** classification may be assigned to supplement the Offline Department.

SECTION 12 - SHIFT CURTAILMENT

(a) In the event there is a temporary cessation of work (partial shift curtailment), the Company may layoff affected employees for the balance of the shift and up to five (5) consecutive workdays in a given week. Curtailments are limited to a maximum of thirty (30) working days / sixty (60) events per employee per

calendar year.

An event is a layoff for four (4) hours or less. A layoff of four (4) to eight (8) hours will be considered two (2) events.

Curtailments will be implemented when necessary by department, area, classification, and shift. Examples of major line departments are Conventional Department, COE Department or Offline Department. Partial shift curtailment is not intended to be implemented in lieu of rate changes or "down" weeks.

During partial shift curtailment occurrences affected sub assembly areas will work until production requirements are achieved.

(b) Procedures for implementation:

(1) Entire departments and/or areas will end production at the designated times, affecting both production techs and assigned production techs-flex. Material Departments and/or areas will also follow the affected department and or areas. All probationary employees within the affected Department, area, classification, shift will be curtailed first.

(2) If a need exists within the affected department, area, classification, and shift for additional tasks to be completed during the curtailment period, that are not signed up for temporary layoff per Article 7, Section 11(a)(1) will be assigned the work.

(3) An employee who has reached the thirty (30) working days / sixty (60) events annual maximum per calendar year must notify their supervisor for reassignment if affected by a sixty-first (61st) event.

(4) The flex technicians in the curtailed area may be retained for reassignment.

i. Flex that are in a curtailed area that are signed up for temporary layoff will be released first unless all Flex are signed up and then the most junior may be retained for reassignment.

In cases of dispute as to whether an employee has the necessary qualifications to do an available job, the employee shall be given a five (5) day trial period at that job with instructions as would normally be given a qualified employee starting the job.

(c) An employee who fails to qualify shall be placed on an open available job the employee is capable of performing, or in the event there is no such job, the employee shall be placed on a job then filled by the least senior employee in the unskilled classifications.

SECTION 13

(a) In the event of a curtailment, excess employees from the affected assembly area(s) will be transferred to other assembly areas if required. The least senior employees shall be transferred first and will return to the job from which they transferred in seniority order as the production level on the affected assembly area(s) resumes.

SECTION 14 - GENERAL LAYOFF

In the event of a general layoff, the Company shall meet with the Bargaining Committee and shall furnish the Bargaining Committee with appropriate information concerning the layoff, and shall also furnish the Chairperson of the Bargaining Committee with an electronic list of employees to be laid off not less than forty-eight (48) hours in advance of the layoff. The Company shall also furnish the Chairperson of the Bargaining Committee an electronic list of employees who are to be recalled to work, prior to the return of the employees to work. In the event of a temporary layoff, as outlined in Section 11 of this Article, notice of layoff shall be given to the Chairperson of the Bargaining Committee as much in advance as possible.

(a) In the event of a production curtailment, excess employees from the affected assembly area(s) will be transferred to other assembly areas if required. The least senior employees shall be transferred first and will return to the job from which they transferred in seniority order as the production level on the affected assembly area(s) resumes.

(b) For the purpose of this Agreement, home spot is defined as the employee's department, area, classification and shift recognized by the Company's records on the effective date of the contract, or any subsequent group or classification acquired by bidding or waiver. An employee can have only one (1) home spot at any given time.

(c) Employees may waive their home spot by submitting written notice on a form supplied by the Company to the Human Resources Office. All forms shall be time and date stamped at the time of submission and a copy will be sent to the Union. All home spot waivers submitted prior to the end of the regular work shift on Tuesday will be effective at the end of the shift that Tuesday.

(d) If an employee on layoff is recalled and refuses a job the employee is capable of performing, the employee shall be considered as a voluntary quit.

(e) An employee cannot sign a home spot waiver while the employee is on a temporary job bid. An employee who bumps into a group must have seniority over a permanent employee to sign a home spot waiver.

(f) An employee's waiver can only be cancelled by being called back to his/her home spot and physically moved prior to the end of his/her regular work shift on Tuesday.

SECTION 15

(a) In the event of any increase or decrease in the number of employees within a group, classification or shift, the Company will notify the Chairperson of the Bargaining Committee forty-eight (48) hours in advance.

(b) Whenever curtailment of work shall require a reduction in the number of employees, but shall not require an actual layoff because of the availability of work, the employees affected may immediately exercise their seniority on a plant-wide basis.

(c) Once any layoff has been implemented, no additional hours (overtime) may be worked until the employee is recalled.

SECTION 16

Employees returning from any extended absence (e.g., covered by Accident and Sickness benefits, workers' compensation benefits, absences of five (5) or more work days, or absences due to surgery or hospitalization of any duration) from the plant will be required to clear through the medical department prior to returning to work. The employee will be compensated for the time spent in the dispensary.

SECTION 17

(a) Any employee remaining at work after a layoff with less seniority than laid off employees will be excluded from exercising bidding rights until all employees with greater seniority have been recalled.

(b) No employee shall have the right to take a layoff as long as there is a less senior employee on a job that the employee is capable of doing, except as modified by Sections 11 and 18 of this Article.

SECTION 18 - Voluntary Layoff Agreement

(a) At the sole discretion of Management a voluntary layoff may be implemented as follows: An employee(s) with five (5) years' corporate seniority may (in order of seniority) elect a voluntary layoff in lieu of a less senior

employee(s) being excessed from the same classification, department and shift, if each of the following occurs:

(1) Reduction in plant manpower as a result of any of the following conditions:

i. A required net reduction in the workforce.
ii. A decrease in vacation allotments.
iii. Employees returning from accident and sickness, workers' compensation, or long-term disability.
iv. Employees returning from voluntary layoff.
v. Once a layoff has been implemented, no additional hours (overtime) may be worked until the employee is recalled.

(2) The employee gives written notice of their election at least seven (7) work days prior to the date the Company notifies the Union that an excess in the employee's classification, department and shift will occur. An employee must report in person to the Human Resources office to process such election. This section covers all types of voluntary layoffs.

(3) Once per calendar year employees eligible for voluntary layoff may elect a minimum of thirteen (13) weeks up to a maximum of twenty-six (26) weeks. Once a layoff duration is elected, it may be modified in accordance with Article 7 section 18 (a) (2).

(4) Employees with ten (10) or more years' seniority may extend the voluntary layoff by an additional twenty-six (26) weeks one time during the duration of this agreement. The extension will be the full twenty-six (26) week period. Extension notification must be four (4) weeks prior to the end of the current layoff period.

(5) A voluntary layoff can only be terminated by the recall of the employee by the Company at any time following four (4) weeks of layoff.

(b) Recall of employees will be accomplished in the following order:

i. Employees on voluntary layoff will be recalled in inverse seniority order after a minimum of four (4) weeks on voluntary layoff.

ii. Employees other than voluntary layoffs having recall rights.

iii. All employees with less than one (1) year's seniority.

(c) General rules governing voluntary layoffs:

(1) Employees who have exercised voluntary layoff rights will not be permitted to exercise them again until all other eligible employees in that same classification, department and shift requesting layoff have been granted voluntary layoff in seniority order.

(2) Employees on voluntary layoff will be returned at the expiration of their requested layoff, or when manpower needs necessitate a recall to the specific job in the classification, department and shift he/she left providing the majority of the job content (51%) still exists and the employee has sufficient seniority. If the employee has insufficient seniority to return, he/she will be further processed under Article 7, Section 14 of this Local Agreement.

(3) If S.U.B. is modified or reduced, the employee may return to work immediately or they may elect to remain on layoff for the remaining weeks without S.U.B.

(4) An employee may revoke their election for voluntary layoff. This revocation must be made at least ten (10) work days prior to the effective date they would have been laid off.

(5) An employee who has elected to be placed on voluntary layoff and then returns to work after the layoff is still eligible for future layoff under these provisions. An employee who wishes not to be placed on voluntary layoff again must revoke their election.

(6) An employee who has been placed on voluntary layoff and is recalled prior to their requested layoff period will be the first to be placed on voluntary layoff for the balance of their originally requested layoff period when the next opportunity arises provided they have not revoked their voluntary layoff election.

(7) When a layoff results as a direct result of volume/production and/or product mix changes, the following process shall apply.

(a) The voluntary layoff list shall identify the employees to be laid off from the reducing department, classification and shift. The layoff will be implemented by seniority. If the required number of displacements is achieved, no additional layoffs will be implemented.

(b) If additional layoffs are required, the Company will lay off the senior employees remaining on the voluntary list to a level not to exceed an additional 15% per job classification with a population of one hundred (100) or more and 10% for classification of less than one hundred (100). Classifications of ten (10) or less will be evaluated based on need at the time of the layoff. Additional reductions will be made through the general layoff process. Human Resources will list the required displacements remaining if "(b)" is necessary.

(c) If the voluntary layoffs exceed the percentages above, the Company and Union will meet to review and discuss if additional layoffs can occur in a particular area.

(8) All voluntary layoff recalls will be by department, classification and shift in inverse seniority order.

(9) Any problems or special needs that may arise with the administration of the voluntary layoff process, the parties agree to meet and discuss the issues and attempt to resolve those issues.

(10) The Company will not incur any liability from operation of this procedure.

ARTICLE 8 - POSTING NEW JOBS OR VACANCIES

SECTION 19

(a) When new **classification(s), additional lines, or areas are** created **within LVO Operations**, the Company shall post notice of the fact and the notice shall state the classification, rate or rate change, department number, production area and shift of the job. **The new classification will be posted for seven (7) workings days.** The most senior employee applying for the **classification** within **forty eight (48) hours** or until 10:00 AM of the working day following the posting, whichever is later, shall be given preference in filling the new **classification** consistent with the ability of the employee to perform the services required. The time referred to above for posted notices shall not include that time during which the plant is not in operation due to a short work week or a temporary layoff.

Employees who desire to permanently bid to a different department, area, classification and shift may make bid applications **through the HR kiosk(s).** Employees making **multiple** applications shall indicate their order of preference (1-2-3) of their bid(s) and any award shall be binding. **The employee will not be limited to the quantity of bids. Failure to provide the preference number when multiple bids are placed, all bids will be voided.**

The Company will provide a posted written notification within **five (5) work days** after the bidding is closed. Successful bidders shall be placed on their new jobs as soon as possible, but **no** later than **thirty (30) calendar days** after posted notification. **If the employee does not move within the**

thirty (30) calendar days, **the company will compensate missed overtime opportunities at a rate of 50%. Any overtime worked from an employee is awarded would offset the overtime opportunities missed and be compensated at a rate of 50%. After an employee that is awarded a bid, if they refused overtime, the employee will forfeit compensation for overtime opportunities missed. Employee's who were awarded a classification that requires testing and if the employee does not qualify the 30 calendar days will re-start with the next move.**

If there are two (2) or more employees bidding on the posted job, the award will be based on plant seniority.

All permanent vacancies **including but not limited to as a result of retirements, deaths, quits, authorization increases in a existing line or area for the LVO Operations** will be filled in accordance with the job bidding procedure contained within this section. Once the vacancy is filled the process ends.

Step .1 A one time canvass within the affected team if no one accepts the position then move to step 2.

Step 2. A one time canvass within the supervisor book. If no one accepts move to step 3.

Step 3. Recall home spot – If there is no home spot move to step 4.

Step 4. Post bid. If no one is awarded bid then move to step 5.

Step 5. Company assign

(b) For All Backfills see process below:

(1) Any backfill resulting from the original vacancy may be filled by company assignment, which may include but is not limited to (home Spots, Flex, etc.)

(2) Only active employees will be allowed to bid on a posted job. The following employees who are out of work, will **not be eligible to bid on posted jobs due to an absence for:**

- **Vacation**
- **Leave of Absence (LOA)**
- **Bereavement**
- **Jury/Witness Duty**
- **Accident & Sickness (A&S)**
- **Out of work due to Workers Compensation (WC)**
- **Absent from work (Only able to bid if bid is still up and active)**

(c) Employees on A&S or Workers' Compensation will return to the job prior to their medical absence **within twelve (12) months of original leave,** department seniority permitting.
If the employee, returns after twelve (12) months of original leave, the employee will be placed in an open and available job (meaning an open position currently not permanently held by an individual) within their department, classification, and shift.
If no open and available within department, then will look plant-wide within same shift.
If there is no open and available within the plant the employee will be placed in a Flex classification.
The parties recognize there may be instances of undue hardship where an employee may be out on A&S or Workers' Compensation for more than twelve (12) months. In such instances of extreme undue hardship, the parties may meet and discuss extending the twelve (12) month protection period by mutually agreement.

(d) Elected and appointed Union officials will be eligible to **canvass/bid on postings** during their elected or appointed terms in accordance with the provisions of this section. If the Union official is to be awarded a bid, they must immediately decide to accept the bid award or be passed over for award consideration. Accepting a bid outside of their respective District will require them to forfeit their elected position. **Elected and appointed Union officials will have their position retained for the duration of their term(s), they may be filled with Flex Techs.**

(e) Notwithstanding the other provisions of this Article 8, including the Flex Pool Agreement, the Company may temporarily assign an employee for a period of up to five (5) days. When this occurs the Committeeperson for the area which the employee is moving from will be notified. It is understood the employee will receive the higher rate of the job assigned to or the job the employee is assigned from whichever is higher for the entire day. The employee so assigned will only be eligible for overtime on the job the employee was assigned from. This Section will be used primarily but not exclusively, to replace employees who are bidders and will be utilized within a department and shift.

(f) Vacation shutdown job postings will not count towards allotment of bids for the life of the contract.

SECTION 20

Probationary employees may bid for posted notice twelve (12) **months** after they have completed their probation. **Once seniority is achieved after probation, whatever Department/Area/Classification/Shift becomes the employee's HomeSpot**. Vacation shutdown and the Christmas holiday periods will count toward the twelve (12) **month** period. This does not have any effect on any other Local or Master contract language regarding probationary period or probationary status.

SECTION 21

Any employee **moved to another position via a bid or any canvass, excluding a canvass within the team,** will not be eligible for another **move** for a period of **twelve (12) months** from the date of the award. The above **twelve (12) months** limitation will not apply to skilled trades manpower requirements.

SECTION 22
The "move time" requirements are not applicable to bids resulting from shift additions.

SECTION 23

For those who are awarded a qualified position, they will remain in their current position until the established qualifications are met. If they fail to meet the qualifications, the award is rescinded, and they will remain in their current position. In that scenario, the next qualified senior bidder may be awarded the bid.

SECTION 24

(a) The Flex **Tech** classification will be assigned on a daily basis for **all** replacements **but not limited to the following**: daily absenteeism, vacations, leaves of absence, sick leave**, union leave,** and training within the direct and indirect classifications. **For qualified positions the Flex Technician assigned will need to meet the required qualifications to perform the work.**

(b) Both parties recognize that priority use of the Flex **Technician** is to support production as outlined in (a) above. In addition, there are other functions that are necessary to support production. Such items include health and safety and emergency situations to prevent loss of production. Once production has been supported, additional uses of Flex **Technicians** could be for such temporary special assignments as, but not limited to, 5S activities, labeling bins, quality related work, flow teamwork,

verify or count inventory, audit part usage, ISO documentation, participation in lean manufacturing activities, performing specific SCR repairs before the vehicles reach the **Offline** Department.

(c) Flex Probation and Performance

(1) Flex are expected to have a positive, productive and constructive role within the team. When the team and supervisor identify that this is not the case they can request an evaluation.

(2) Upon a successful **bid** there will be a 90-calendar day probationary period where the Flex will be evaluated by the supervisor and the team. If they are found to have not met the key criteria of the position, they will be returned to an open and available position.

(3) If an incumbent Flex is having an ongoing problem meeting the key criteria of the job than an evaluation can be requested by the supervisor and team members. This will occur over a three-month period including 3 monthly reviews during this evaluation time span where issues can be identified. Training and coaching will be implemented to address the issues identified. If after several attempts, it is determined that improvement has been insufficient then the parties can mutually agree that the Flex can be removed and returned to an open and available position. Once an employee has been removed from a flex position, they will not be able to bid on a flex job without the mutual agreement.

(d) After (a) and (c) above are satisfied, all excess Production Technicians – Flex will be utilized in Production departments **and all excess Material Technician-Flex will be utilized in the Material departments.**

(e) The Company will determine the appropriate authorized number of Production Technician - Flex and Materials Technician-Flex in keeping with the existing process for all other departments.

(f) The Flex **Technician(s)** may be used to replace voluntary layoff employees.

(g) Recognizing that the employees in the Flex **Technician** classification may be assigned daily to different jobs, these employees will be assigned to the overtime book in which the employee has been assigned for six (6) or more working days. Employees reassigned for six (6) or more working days will be placed in the new overtime book on the morning of the seventh (7th) day. The base book will be the (CAB-1) book. The Flex classification will remain in the appropriate overtime book and will be eligible for overtime rotation in the individual production group.

(h) Special projects with specific work requirements in the Offline Department or Customer Adaptation Center may be supplemented by the Flex classification without authorization restrictions. The appropriate UAW representative will be notified of such special projects prior to the work commencing.

SECTION 26

(a) The following provisions will not be utilized unless the flex **technicians** haves been fully utilized to fill authorized production CA and repair positions.

(b) A maximum of six (6) employees from the Offline **Technician** classification may be utilized on a daily basis to perform "peak load" and/or other repair work within Production Departments. As an example of this type work, the parties discussed "following a specific job through the production process assisting with the vehicle assembly." This provision is not however intended to supplement daily absentee replacements.

(c) In the event manpower levels within Production Departments fall below approved authorizations, Management may elect to shutdown either a portion of or the entire Offline Department and reassign the

affected personnel to perform Production Technician operations in Production Departments.

(d) Assignments described in either of the above situations shall be made in reverse seniority order, with the least senior employee(s) always being re-assigned to Production Department.

(e) Should the requirement arise to utilize the special skills of Offline **Technician** employees to perform line troubleshooting functions, assignments shall be made on the basis of the employee's known expertise. Specialists in electrical, mechanical, etc. may be assigned to specific product difficulties such as engine no start, or electrical troubleshooting matters.

(f) Employees classified as Offline **Technician** who possess specific skills in areas such as welding, sheet metal finishing or spray painting may be assigned, within the Offline Department, to replace an incumbent with the skills who is absent or has been reassigned to an operation on the Cab, VEH-1 or VEH-2 line. These assignments shall be made on the basis of the employee's known expertise.

(g) **Offline Technician** employees re-assigned to Production Department will continue to work in their assigned area unless the incumbent reports to work that day. In such cases, that **Offline Technician employee(s)** will be returned to the Offline Department.

SECTION 27

Qualification Period

(a) An employee changing jobs through these provisions shall be entitled to the usual instructions from his/her supervisor as to the tools and the specifics of the job. After a minimum of five (5) working days but not more than thirty (30) working days, unless mutual agreed to extend , the supervisor will provide feedback to the employee. If such employee does not, in the opinion of his/her Supervisor, show proper competence within the specified qualification period, a he/she and his/her Committeeperson shall be notified that he/she is not qualifying and he/she will be returned back to his/her previous department and classification and be placed into any opening that remains unfilled, In the event there is no such opening, the employee shall be placed in the department and classification then filled by the least senior employee in the bargaining unit which he/she is qualified to perform. The awarding of a critical process job will carry with it an automatic five (5) day extension on the training period if requested by the employee or the Union due to the nature of the process.

(b) Any new classifications, created during the life of the agreement will be discussed to determine the appropriate qualification period for said job. Under unusual conditions, the specified qualification period may be extended by mutual agreement between the Company and the Union.

*Above may be extended by mutual agreement.

SECTION 28

HomeSpots (HSP)

The parties mutually agree that within two weeks after ratification of this contract the parties will meet to identify a date within that two-week period where all home spots will reset.
Homespot reset refers to employee(s) will receive a HomeSpot of where they are currently working.
The only way an Employee's HomeSpot may change is by the following:

- **Awarded a bid**
- **An employee is moved and elects to submit a HSP Waiver**
- **An Approved Hardship move**

SECTION 29

Offline Department

(a) Regarding the Offline Department, it will be staffed with three (3) job classifications: Offline Technicians, Offline Value Team Leaders, and Electrical Specialist.

Each Offline Technician classification will have three (3) Levels with each having their own rate of pay. With the exception of the Offline Electrical Specialist, which will have two (2) Levels, with each having their own rate of pay.

Offline Requirements: Five (5) plus years of Mack Production experience or equivalent experience which demonstrates a strong mechanical aptitude. An example but is not limited to a truck mechanic.

Testing Requirements are required to be placed in the Offline Tech Level One (1) position. Testing requirements will be discussed with local UAW committee prior to implantation.

Anyone entering the Offline Department must enter as a Level One (1) Technician.

Offline Tech Level One (1) (Entry Level Offline Tech position) may consist of the following jobs but not exclusive to:

- **Pre-Dyno Driver**
- **Alignment**
- **Scales**
- **Q7**
- **Ship Lane Tech**
- **Yard Jockey**
- **Paint Tech**
- **Flow**
- **Flex Tech**
- **Entry Level Stall's Tech (less than two years)**

If any changes need to be made the Union and Company will meet to discuss the changes

(b) Offline Tech Level Two (2) may consist of the following jobs but not exclusive to:

- **Dyno**
- **Quick lane Repair**
- **Yard Breakdown**
- **Flex Tech**
- **Pit Crew**
- **Stalls – Repair**
- **Offline Tech Level Two (2) can perform all functions of Level One (1) or Two (2)**

If any changes need to be made the Union and Company will meet to discuss the changes.

Offline Tech Level Two (2) Requirements: Minimum of two (2) years of experience as a Level One (1) has previously met offline level 1 as of January 1st, 2020 and must pass an aptitude test. The two (2) year experience requirement may be adjusted by mutual agreement for individuals who have taken union leave and previously worked in the Offline prior to January 1st, 2020.

(c) Offline Tech Level Three (3) may consist of the following jobs but not exclusive to:

- Major Repair
- Axle housing
- Frame replacements
- Ability to perform any repair other than Engine diagnostic repair
- Heavy Stall
- Engine Repair
- Cab change
- If any changes need to be made the Union and Company will meet to discuss the changes.

Technicians must demonstrate strong mechanical skills due to the nature of specialized work performed in the stall(s). Eligibility requirements include a minimum of three (3) years of Stall experience. Offline Tech Level Three (3) can perform all mechanical repair functions of Level One (1) & Level Two (2) positions.

*Requirements:
Minimum of three (3) year Mechanical Repair Experience in Level Two (2)
Offline Tech Level Three (3) must pass an aptitude test and an interview.

(d) Offline Electrical Specialists Classification will have two (2) levels:

Offline Electrical Specialist Level One (1) (Entry Level):

Candidate must pass testing/evaluation.

Offline Electrical Specialists will be canvassed internally, by the Committeeperson, within the Offline Department.

If there are no eligible candidates, the position will be posted for bid plant wide.

Must be eligible with Offline Level one criteria.

Electrical aptitude test will apply.

If there are no eligible candidates within the plant the company may post externally.

Minimum of two (2) years in this position before bidding out

(e) Offline Electrical Specialist Level Two (2):

To be eligible for the level (2) electrical positions an employee must pass the qualification process, be in the previous electrical level One (1) for one (1) year, and must not be currently on a last chance agreement and/or on a last stage of progressive discipline.

The level two (2) electrical openings will be canvassed in the department, by the Committeeperson, and employees who have seniority, experience, and pass the test/evaluation, will be upgraded to the next level and receive the appropriate rate. Employees must have one (1) year of experience in their level to be eligible for the testing/evaluation for the next level. Employees working in level two (2) jobs will be paid at level one (1) rates until they are tested and evaluated and fill an approved position.

The Electrical Specialist Level one (1) and Level two (2) position will be protected as no

employee will have the ability to displace the existing employee in the classification.

Staffing authorizations will be determined by the company. Due to extensive investments in training in the Electrical Classification and Offline Level Three (3) position that will be offered to the awarded candidates, they must remain in the position for a minimum of twenty-four (24) months before having the ability to exercise their seniority rights to leave the position. Electrical classification and Offline Level Three (3) employees may have special dispensation to leave the position earlier if mutually agreed upon by both parties.

Once an employee reaches a higher level, they will remain in that level, and be required to do work content as their level dictates. The employee has the option of taking a canvas at a lower level, where they would then receive the pay of that level, and their work content would then only be required of what is expected at the lower level.

(f) Offline Canvassing of Positions

If a new position within a level becomes available the Committeeperson will canvass for qualified employees. If the canvass is accepted by the employee (and the employee meets the qualifications) and the company requires a back fill within that level, the committee person may canvass for that back fill within that level.

(g) Offline Value Team Leader Classification:

The Work content assigned to the Offline Value Team Leader classification will include but not be limited to:

1. Required to know and perform all work assignments for their normal workload and all work assignment(s) for their area in case of Team Member absenteeism.
2. Only work within their natural Offline Classification can be performed.
3. An Offline Value Team Leader can test to be eligible for a higher Level than they had obtained prior to becoming a Value Team Leader.

Selection and work assignment process for incoming Offline Value Team Leaders

When a team is identified and implemented, the Company and the Union will jointly canvass the employees comprising the team for interest in entering the Offline Line Value Team classification.

If there are no viable candidates through the internal department canvass, these jobs will be posted as per article 8, and employees can bid into the Offline department and classification. It is understood that the company, with input from the union will interview employees using essential aspects of the jobs as a screening tool and determine which area employees will be assigned to.

If an award is given to someone who is not in the Offline Department, they must pass the Level One (1) Offline Technician testing process and have the minimum requirements to be in the Offline Department.

The awarded bidders will need to meet the minimum requirements outlined above and pass the Value Team Leader tests and interview procedure.

Due to the extensive investments in training that will be offered to the awarded candidates, they must remain in the positions for a minimum of eighteen (18) months before having the ability to exercise their seniority rights to leave the position unless mutually agreed upon by both Union and Company.

Employees who fail any part of the ValueTeam Leader test will be permitted to take the test in

another six (6) months if awarded via the bidding process.

(h) Offline Value Team Leader Evaluation

Offline Value Team Leaders are expected to have a positive, productive, and constructive role with the team they lead. When the team and supervisor identify that this is not the case, they can request an evaluation.

Upon selection there will be an evaluation period pursuant to Article 8 Section 27 of the 2023 Mack Trucks Bargaining Unit Agreement where the Offline Value Team Leader candidate will be evaluated by the Supervisor and the team. If they are found to have not met the key criteria of the position, they will be returned to an open and available position, first within the Offline Department at which a level they qualify.

- **A qualified displaced employee would be able to be slotted into the open position after a canvas, to the fill the newly vacated position, which would be replacing the outgoing Value Team Leader.**
- **If the displaced employee does not hold the qualifications to fill the newly open position, they will not be able to fill that position.**
- **The displaced employee's seniority will be maintained in the Offline Department as a level 1, based on the employee's seniority.**

If an incumbent Offline Value Team Leader is having an ongoing problem meeting the key criteria of the job then an evaluation can be requested by the supervisor with input from the team members. This will occur over a three (3) month period, including monthly reviews during this evaluation time span where issues can be identified. Training and coaching will be implemented to address the issues. If after several attempts, it is determined that improvement has been insufficient, then the Company and the Union can mutually agree that the team leader can be removed and returned to an open and available position, first within the Offline Department at which a level they qualify. (See 1 and 2 below). Once an employee has been removed from an Offline Value Team Leader position they will not be able to bid on a Offline Value Team Leader job without mutual agreement between the Company and the Union.

- **A qualified displaced employee would be able to be slotted into the open position after a canvas, to fill the newly vacated position, which would be replacing the outgoing Value Team Leader.**
- **If the displaced employee does not hold the qualifications to fill the newly open position, they will not be able to fill that position.**
- **The displaced employee's seniority will be maintained in the Offline Department, as a Level 1, based on the employee's seniority.**

(i) Stability and Flexibility

Due to the multiskilling required and when work demands require it, employees in Offline Value Team Classification can be assigned work as an Offline Technician per requirements shown below:

The Offline Value Team Leader Classification may be assigned work as an Offline Technician, for regular workday hours when needed due to excessive absenteeism.

The Offline Value Team Leader Classification may be assigned work as an Offline Technician, for daily and weekend/holiday overtime after all overtime lists in Offline have been exhausted. Otherwise, their primary job will be their Offline Value Team responsibilities.

Offline Value Team Leader Classification can only do Offline Technician work in the work from the Level that they achieved prior to becoming an Offline Value Team Leader.

For example: An Offline Value Team Leader was a Level One (1) Technician, they are only able to do Offline Technician work of a One (1) Technician.

(j) Training and Evaluation

The company may discuss with the union its design and implementation of the company's t raining and evaluation methods.

(k) Overtime

There will be three overtime books:

- **Offline technicians**
- **Electrical specialist**
- **Value Team Leaders**

(l) Selection and work assignment process for incoming new bidders:

To be eligible to bid employees can only bid into the Offline Tech1 (Entry level) positions. Employees must have a minimum of five (5) years production experience and/or equivalent production experience. Current Offline testing requirements will apply.

When an opening occurs for the Offline Tech 2 Level position the employees from the Offline Tech 1 Level will be canvassed in seniority order for those that qualified. When an opening occurs for the Offline Tech 3 Level Position, the employees from the Offline Tech 2 position will be canvassed in seniority order for those that qualified.

(m) Manpower movement within the Offline Department will follow the process below:

Any open and available position within a Level 1, Level 2, Level 3, and the Electrical positions in the Offline Department will be canvassed by the applicable Union Committeeperson by seniority to fill the open vacancy.

If the employee in the canvas moves into a level, the opening within that level may be backfilled by seniority upon request.

If nobody requested the open position, the successful home spot recall or bidder will be assigned the job.

In the event the company has exhausted eligible employees, the company may hire externally, employees hired externally will start as a Level One (1) Offline Technician.

If a problem arises, the Company and Union will sit down to attempt to work out a mutually agreeable solution.

(n) Offline CDL

CDL Licenses may be needed for but not inclusive to:

- Yard Jockey
- Offline Electrical Specialist
- Level Three (3) Technicians

The amount of employees needing a CDL as part of their essential job functions, will be determined by the company.
When a job is determined to require a CDL licensed operator, each employee will be evaluated and as part of the evaluation the company will ensure to consider seniority in its assessment of the employee candidates. Prior to the Company's final decision, the Company will discuss its decision with the appropriate Union Commiteeperson.

The Company will pay for the costs for the above employees associated with obtaining a CDL and its renewal if applicable. Offline Technicians who receive a CDL will be subject to all Federal, State, and Local regulations, including mandated alcohol and drug testing.

(o) Production Tech - Flex working in the Offline Department:

(1) Production Tech – Flex assigned to work in the Offline Department will be assigned to Level One (1) work.

(2) Production Tech - Flex may do work outside of the Offline Level One (1) Tech if their normal work area pertains to the higher level needed.

(3) In case of emergencies the company and union will meet to discuss utilizing the production flex to help support transfers.

ARTICLE 9 - TRANSFER OF SHIFT

SECTION 30

(a) Employees who desire to change their shift shall make an application for transfer as (b) below. Moves will take place on the first of the month (or first day of the month) as shown in (b) below.

(1) The request shall be granted on the basis of seniority within: Department/Area/Classification

(b) All Article 9 submissions and moves will be done in the following time periods:

(1) Submission: January 1st – January 31st - Effective date to move March 1st .

(2) Submission: July 1st – July 31st - Effective date to move September 1st

(c) Medically restricted employees – can only utilize Article 9 if the job they will be transferring to meets their medical restrictions as determined by the Medical Placement Committee.

(d) Transitional employees will not be permitted to Article 9.

(e) Notwithstanding the terms above, if an employee is claiming a hardship, the Company and Union will discuss with the respective union rep. potential additional shift changes to make

the shift change effective outside of the above. The employee making the request must present substantial proof of such hardship. Any agreement outside of the above will be by mutual agreement only.

(f) The parties mutually agree that the Article 8 traditional bid process is intended to replace all manpower movement. The new Article 9 application process will be suspended for a period of eighteen (18) months, at which time the Company and Union will sit down to evaluate the success of the of the Article 8 traditional bids during the initial eighteen (18) months of the new CBA. If the new Article 8 traditional bid process is successful, then the parties will sit down to determine the viability of instituting the new Article 9 process and will attempt to agree on whether and how it should be implemented.

(g) Only employees who have obtained seniority may utilize the Article 9 language.

(h) Employees are eligible to transfer shifts only if they have more seniority then the least senior permanent employee in their department/area/classification on that shift.

(i) If there is an open vacancy the employee who transferred shifts may be placed in an open vacancy within their area.

(j) If there is no open vacancy then the least senior employee in their area may be displaced.

(k) The displaced employee may be placed into an open and available job within their department/classification/shift.

(l) If no open and available job is available, the displaced employee bumps the least senior permanent employee in the department/classification/shift.

(m) The employee who is displaced or bumped from the department, classification, shift may be moved to an open and available position on the shift for which they qualify.

(n) If there is no open an available job on the shift the displaced or bumped employee will be allowed to exercise their seniority.

(o) Employees who have exercised their seniority under (a) above may be bumped by a more senior employee prior to the actual transfer, provided the employee is the least senior employee on the job the employee is transferring. Should the employee be bumped, the employee's transfer will be voided, and the employee will remain on the job and shift from which the transfer was requested. Should the employee have a homespot on the shift the employee is requesting a transfer from, the employee will establish a new home spot on the shift the employee requested transfer.

(p) Employees who have exercised their seniority under (a) above and who are retiring within seven days, may elect not to move to their requested shift if the move was for pay purposes only. The Company will agree to pay all monies for shift differential and for all unused and accrued vacation.

(q) Employees may only be able to exercise an Article 9 move once every twelve (12) months with the exception of a hardship, which will be agreed upon mutually between the Union and the Company. Per Article 8 once an Article 9 is granted and an employee is moved they must remain in that position for twelve (12) months.

(r) Probationary employees shall only be eligible to exercise their rights under this provision twelve (12) months after successfully completing their ninety (90) day probationary period. (With the exception of a hardship)

ARTICLE 10 - LEAVES OF ABSENCE
(See Master Agreement)

Personal leaves of absence shall not be coupled with a vacation other than by mutual consent of the Company and the Union, except in cases of emergency.

ARTICLE 11 - MILITARY PROVISIONS
(See Master Agreement)

ARTICLE 12 - HOURS OF WORK

SECTION 31

(a) The normal starting time of the **LVO Operations may** be as follows, **until the new implementation of the new schedule shown in appendix A.:**

LVO

DEPARTMENT	DAY SHIFT	SECOND SHIFT	THIRD SHIFT
CONVENTIONAL	6:45 AM	3:15 PM	10:45 PM
COE	6:30 AM		
OFFLINE	6:45 AM	2:45 PM	10:45 PM

LVLC

DAY SHIFT	SECOND SHIFT	THIRD SHIFT
5:45 AM	2:15 PM	10:00 PM

A new schedule will be discussed referencing Sample Appendix A once the implementation of the 8.5 hour schedule commences no earlier than July of 2025.

Appendix A:

Department	AREA	Shift Start Time	Shift Stop Time
CAC	CAC	6:15 AM	2:45 PM
COE	VEH 2	6:00 AM	2:30 PM
COE	CAB 2	6:00 AM	2:30 PM
COE	ENG 2	6:00 AM	2:30 PM
Conventional	VEH 1	6:15 AM	2:45 PM
Conventional	CAB 1	6:15 AM	2:45 PM
Conventional	ENG 1	6:15 AM	2:45 PM
Conventional	SLEEPER	6:15 AM	2:45 PM
Conventional	VEH 1	3:15 PM	11:45 PM

Conventional	**CAB 1**	**3:15 PM**	**11:45 PM**
Conventional	**ENG 1**	**3:15 PM**	**11:45 PM**
Conventional	**SLEEPER**	**3:15 PM**	**11:45 PM**
Facilities	**MAINTENANCE–VEH 1**	**6:00 AM**	**2:30 PM**
Facilities	**MAINTENANCE–VEH 2**	**6:00 AM**	**2:30 PM**
Facilities	**MAINTENANCE–LAYOUT**	**6:15 AM**	**2:45 PM**
Facilities	**MAINTENANCE**	**2:30 PM**	**11:00 PM**
Facilities	**MAINTENANCE–LAYOUT**	**2:45 PM**	**11:15 PM**
Facilities	**MAINTENANCE**	**10:30 PM**	**7:00 AM**
LVLC	**LVLC FIRST SHIFT**	**6:15 AM**	**2:45 PM**
LVLC	**LVLC SECOND SHIFT**	**3:15 PM**	**11:45 PM**
CKD	**CKD - LVLC**	**6:30 AM**	**3:00 PM**
Mack Defense	**MCC–MACK DEFENSE OPS**	**6:00 AM**	**2:30 PM**
Materials COE	**MATERIALS–VEH 2**	**6:00 AM**	**2:30 PM**
Materials - LVO	**MATERIALS–VEH 1**	**6:15 AM**	**2:45 PM**
Materials - LVO	**MATERIALS–VEH 1**	**3:15 PM**	**11:45 PM**
Materials - LVO	**MATERIALS**	**10:45 PM**	**7:15 AM**
METHODS LAB	**METHODS LAB**	**6:15 AM**	**2:45 PM**
Offline	**OFF-LINE OPS**	**6:00 AM**	**2:30 PM**
Department	**AREA**	**Shift Start Time**	**Shift Stop Time**
Offline	**OFF-LINE OPS**	**2:30 PM**	**11:00 PM**
Offline	**OFF-LINE OPS**	**10:30 PM**	**7:00 AM**
QUALITY INSPECTION	**QUALITY INSPECTION**	**6:15 AM**	**2:45 PM**
QUALITY INSPECTION	**QUALITY INSPECTION**	**3:15 PM**	**11:45 PM**

(b) The normal starting time for the week will be Monday for first shift, Monday afternoon for second shift, and Monday night for third shift.

(c) Exceptions to the above starting**/stopping** times **for all shifts** will be:

(1) The appropriate skilled trades employee(s) - One (1) Mechanical Journeyman, One (1) Electrical Journeyman whose regular hours of work will be **modified based on discussion between the supervisor and appropriate committeeperson.**

(d) The Company and the Union may meet to change from the straight through shift basis. This may only be done by mutual agreement.

2. Multiple Shift Operations

(a) Shift start-up, with respect to the start up of the second/third shift, the least senior employees will be probationary employees who are not eligible to bid on jobs. In order to minimize forcing of probationary employees to second/third shift who may prefer first shift, if there are not enough job bidders, all probationary employees will be canvassed for second shift and the most senior probationary employees preferring second/third shift will move until the required number of positions are filled. If the above canvass does not secure enough employees, the least senior employees will be placed in the positions.

(b) If and when an additional shift is added, the Company may at its choice schedule the new shift assignees to train on another shift in whole or split in preparation for the additional shift start-up. The duration of the training will be determined by the manufacturing management.

(c) Shift reduction. Employees being laid off will be processed by the end of their shift on the last day worked. The layoff effective day shall be the first day work is not available for the employee. Seniority for last day worked shall prevail insofar as no senior employee regardless of shift assignment will receive less straight time hour work potential than any working junior employee.

SECTION 32

A regular shift consists of an eight (8) hours working time and a thirty (30) minute paid lunch break, totaling 8.5 hours per shift.

The thirty (30) minutes paid lunch will not count towards hours of work for the following purposes including but not limited to: overtime. The thirty (30) minutes paid lunch will be paid at straight time.
The Company will include payment of 8.5 hours for all other time off (i.e. ETO, Holidays, Jury Duty, Bereavement) at 8.5 hours. The Company will agree to delay implementation of the 8.5 hour schedule until June 2025.

SECTION 33

The parties agree to meet and discuss the feasibility and implementation of an alternate shift schedule to address the changes of business needs and operational efficiencies.

ARTICLE 13 - OVERTIME

SECTION 34

(a) Unscheduled overtime for production will be rotated among the employees in each individual departments/area/**shift** as outlined below. Each department/area shall have one (1) overtime lists covering all employees in the area.

(1) All employees in the individual departments/area/**shift** where the overtime is to be worked will be canvassed. Individual departments/area/**shift** for the purpose of unscheduled overtime will be as follows:

Production:

Conventional Departments/ areas: *each area includes the VTLs in their respective areas
Base side – VEH1 *
Rough side – VEH1 *

Finish side – VEH1 *
CAB 1 *
Eng 1 *
Aeroquip**- (one list supports both lines)**
Hood Line
Sleeper *
Frame Rail *
Frame Rail Layout

COE Departments' areas: *each includes the VTLs in their respective Areas
Rough Side-VEH2 *
Finish Side-VEH2 *
CAB2 *
ENG2 *
Frame Rail *
Frame Rail Layout
Aeroquip- (one list supports both lines)

Paint Department: *each area includes Paint Specialist in their respective classifications
All Spray Painters *
Utility Welder
Sheet Metal Finisher

Offline Department: ***each area includes Specialist in their respective classifications:***
CAC *
Mack Defense *
EMOB *
CAC **Welding**
Offline Tech
Offline Electrical Specialist
Offline Value Team Leaders

Materials Department areas ***each includes the VTLs in their respective Areas**

LVO-COE *
Material Techs
Material Flex
CombiLift

LVO-Conventional *
Material Techs
Material Flex
CombiLift

LVO-Rec/WHSE/Shipping *
Material Techs
Material Flex

LVO -Maintenance/Facilities Clerks (Tool Crib)

LVO-EOL/IMC *
Material Tech
Material Flex
Method/Lab Material Tech
Material Tech CAC

LVO-Jockey Drivers

LVLC-Inbound *****
- Material Tech
- Material Flex
- Material Coordinator

LVLC-Outbound *****
- Material Tech
- Material Flex
- Material Coordinator

LVLC-Sequencing *****
- Material Tech
- Material Flex
- Material Coordinator

LVLC-Mack Defense*
- **Material Tech**
- **Material Tech Flex**
- **MEC – Mack Defense**

Training Department/Area:
- Training Coordinators

Methods Lab Department/Area:
- Methods Lab Techs

Project Quality Department:
- **Torque Inspector(s)**
- **Quality Gate**
- **Quality Specialist**
- **Quality Team Leader**

Incoming Quality Inspection Department:
- **Inspection Process Specialist**
- **Inspection Process Team Lead**
- **Quality Inspector 1**
- **Quality Inspector 2**
- **Quality Paint Inspector(s)/Touch up**

(b) Mack-in-Motion (MIM)
When there are projects that occur within a team, the overtime may be assigned based on the individual team members working on the project, and where the improvements have been requested. This may include any combination of Production Techs, Flex, and/or Team Leaders from the team.

(c) If employees accept overtime and are requested to perform work in a department that was not canvassed the company will be liable for the missed overtime. The company and the union will discuss the financial consequences of such an event. A minimum of one hour pay will be the result of this violation.

(d) Modifications to the above will be **discussed with the appropriate committee person.**

(e) If there is training offered during overtime the company reserves the right to canvass employees out of

seniority to attend required training. (Unless training, is for assistance with their specific job, the employee will require a skip on their next turn).

(f) In the production area, by canvassing all employees who are in the appropriate supplemental overtime canvass sequence, as listed **in the matrix below** until the desired number of employees is obtained. **Overtime turns, whether working in the individual's area or in another area pursuant to the supplemental overtime canvass, will count as an overtime turn on the appropriate list.**

(g) Parties agree to new Matrix

(h) pull from second shift department/area before Supplemental

Production Area	Production Area	Production Area	Production Area	Production Area	Production Area	Production Area	
Veh.1 Base	*Veh. 1* ***Frame Rail Tech***	*Veh. 2/* ***Frame Rail Tech***	*Veh. 1/ Rough*	*Veh.2/ Rough*	*Veh. 1/ Finish*	*Veh.2/ Finish*	
Veh. 1 Rough	Veh.1/ Frame L/O	Veh. 2/ Frame L/O	Veh.1/ ***Frame Rail Tech***	Veh. 2/ ***Frame Rail Tech***	Veh. 2/ Finish	Veh. 1/ Finish	
Veh. 1 Frame Rail Tech	Veh. 2/***Frame Rail Tech***	Veh. 1/ ***Frame Rail Tech***	Veh. 1/Frame L/O	Veh. 2/Frame L/O	Veh. 1/ Rough	Veh. 2/ Rough	
Vehicle 1 Frame Rail Layout	Veh. 1/**Base**	**Vehicle 1 L/O**	Veh. 2/ Rough	Veh. 1/ Rough	Veh. 2/ Rough	Veh. 1/ Rough	
Vehicle 1 Finish	Vehicle **1/** Rough Side	Veh. 1/Rough Side	Veh. 1/ Finish	Veh. 1/ Finish			
	Veh. 2 Rough Side	**Veh. 1/Base**					
Production Area	**Production Area**	**Production Area**	**Production Area**	**Production Area**	**Production Area**	**Production Area**	**Production Area**
Hood Line		Aeroquip	Engine 1	Engine 2	Sleeper Line	CAB-1	CAB-2
Veh 1/Finish		Veh. 1/Rough	Engine 2	Engine 1	CAB-1	Sleeper Line	CAB-1
Veh 1/Rough		**Veh1 Base**			CAB-2	CAB-2	
Veh. 1/Base							

(i) When the Materials departmental overtime list is exhausted than the master seniority list in Materials will be canvassed using the **matrix below**.

(j) pull from second shift department/area before Supplemental

COE Material Area	IMC Area	Conventional Material Area	Receiving	LVLC OB	LVLC IB	LVLC Seq.	CKD
VEH1 Conventional	VEH1 Conventional	VEH 2 COE	VEH1 Conventional	LVLC IB	LVLC OB	LVLC IB	***LVLC IB***
Receiving	VEH 2 COE	Receiving	VEH 2 COE	LVLC SEQ	LVLC SEQ	LVLC OB	**LVLC OB**
IMC	Receiving	IMC	IMC	CKD	CKD	CKD	**LVLC SEQ**
LVLC OB	LVLC OB	LVLC OB	LVLC IB	LVLC MD	LVLC MD	LVLC MD	
LVLC SEQ	LVLC SEQ	LVLC SEQ	LVLC OB	Receiving	Receiving	Receiving	
LVLC IB	LVLC IB	LVLC IB	LVLC SEQ	VEH1 Conventional	VEH1 Conventional	VEH1 Conventional	
				VEH 2 COE	VEH 2 COE	VEH 2 COE	
				IMC	IMC	IMC	

(2) Supplementation to the Offline **Technician** classification overtime list will be **canvassed using the following matrix to utilize empty stalls in Offline.**

Offline	CAC Tech	EMOB Tech	MD
CAC	MD	MD	EMOB
MD	EMOB	CAC	CAC
*PT Tech/FLEX – Supplemental list (see below)	Offline	Offline	Offline
Methods Tech	Methods Tech	Methods Tech	Methods Tech
EMOB			

(3) Production Tech Supplemental list for Offline Customer Care Lane (CCL):

(a) The Production Supplemental offline overtime list will be done by utilizing the production/flex tech overtime list(s) established above (Article 13 Sec. 35). Canvasses will be based on required skills to support Offline transfers.

(b) When canvassed Production Value Team Leaders will assist Production Techs and Flex Techs for training and informational purposes.

(c) If needed people canvassed with required skills can assist an Offline Technician for training purposes.

(d) The above Customer Care Lane (CCL) language is separate from Offline stall supplementation.

SECTION 35

The following provisions will apply to all employees except the skilled trades department.

(a) Unscheduled overtime will be rotated among the employees in their respective department. Records of overtime shall be kept on the following department lists: Pre –Shift, Post-Shift, Saturday, **Sunday, and Holiday**. The overtime lists shall be made available by the supervisor for the inspection of the appropriate Union representative upon request. The original lists shall be made up by order of seniority for the ready identification of employees. As employees are transferred into an individual department/area, they will take their place next in line at the bottom of the original individual department/area list, regardless of seniority and will not be offered overtime until their turns are reached. An employee will be considered to have been offered overtime when the employee refuses, is off sick, is on vacation and authorized leaves of absence of five (5) consecutive working days or more.

(b) When an employee takes a Friday or any continual combination of days off, on casual time of absence of less than five (5) consecutive working days, that includes a Friday. The employee must notify their supervisor and Committeeperson in writing prior to leaving on their last scheduled workday of their desire to work overtime. The supervisor will make one attempt to contact the employee if overtime that they requested becomes available. It is the employee's responsibility to ensure the correct phone number where they can be contacted is updated through Human Resources.

(c) It is the responsibility of the employee to make contact with the Supervisor directly to check if there is overtime available on the weekend and also advise the Supervisor of their desire to work if overtime is available. Failure of the employee to make contact with their Supervisor will not create a liability situation on Management.

(d) Employees returning to their home spot shall be slotted on the bottom of the appropriate overtime list(s) in accordance with the seniority of those returning to their home spot. If a less senior home spot employee is returned prior to a more senior home spot employee(s), the more senior employee's name will be entered on the list(s) at the same time in seniority order and Article 8, Section 19 of the Local Agreement will apply. Further, employees who are successful bidders on posted notices will be slotted on the bottom of the appropriate overtime list(s) in accordance with the seniority of the successful bidders of each posted notice. If a less senior bidder is first placed on the job, the more senior bidder(s) will be entered on the overtime list(s) at the same time in seniority order and Article 8, Section 19 of this Local Agreement will apply.

(e) Employees who are on a scheduled forty (40) hour vacation starting on Monday shall not be eligible for overtime on Saturday or Sunday of that week.

(f) Whenever an entire individual area or entire department is canvassed to work overtime, the appropriate overtime list will not be used. Should additional hours of overtime be necessary during this same period, the appropriate overtime list(s) will be used with the first employee asked being the one next in line. The last employee offered the additional overtime will establish the cutoff line and the employee in line will be the first one asked for the next canvass. If it is necessary to canvass the entire individual area or department to obtain the required personnel for the additional hours, the next employee not offered will be the first to be asked during the next canvass period.

(g) Whenever an entire individual area or department is scheduled to work overtime, it will not be necessary for an employee to take a "miss" since the overtime list will not be used.

(h) Employees who agree to work overtime and fail to do so shall miss a turn on the appropriate overtime list. This miss will be effected the next time the employee is to be canvassed from the appropriate overtime list. Employees offered overtime will not have the option of accepting less overtime hours than canvassed. The company will determine the number of hours required for overtime. Failure to work the number of hours scheduled for the overtime will result in the employee missing a turn on the appropriate overtime list.

(i) An employee who accepts overtime and is unable to report for the overtime for an unforeseeable circumstance -- sickness, death in family, etc. -- shall call (610) 966- 8873 and state the reason prior to the start of the shift. By complying with this procedure, the employee will not receive a miss on the appropriate overtime list as outlined above. This Section does not preclude the Company from taking appropriate disciplinary action, in conformity with Article 19 of the Master Agreement for an employee's repeated noncompliance with this Section.

(j) The above provision will be applicable any time an overtime list is used.

(k) Any employee who is canvassed and accepts overtime when an overtime list is used will be eligible for any additional hours of overtime should they become necessary during that overtime period. The first employee to be asked for the additional hours will be the first employee who accepted the overtime. This will be applicable any time an overtime list is used. The additional employees needed will be drawn from the appropriate regular overtime list with the first employee to be asked being the first employee after the last one accepting the original overtime. The last additional employee accepting the overtime will establish the cutoff line for the next canvass. If all of the employees on the regular overtime list are canvassed and sufficient manpower is not obtained, the appropriate overtime list will be used to gain the sufficient manpower. The last employee accepting the overtime on the overtime list will establish the cutoff line for the next canvass.

(l) Employees without seniority shall not be placed on the overtime list until after their thirtieth (30) day of employment. Employees without seniority will not be canvassed to work overtime; however, they will be eligible to work if the entire individual area or department is working the overtime or if sufficient manpower is not obtained by canvassing all eligible employees on the list. In any classification where the only employees actively at work are ones with less than thirty (30) days, the employees will be eligible for the overtime.

SECTION 36 - SCHEDULED OVERTIME

(a) Scheduled overtime will be utilized when necessary to satisfy **customer demands, short-term volume increases,** or to make up lost production within any production area. In such cases, the following guidelines shall apply:

(1) Employees will be notified as far in advance as possible, but in no event less than:

i. Twenty-four (24) hours for daily overtime as a result of lost production. It is not management's intent to work overtime to make up lost production without reasonable efforts to resolve the cause of the problem(s).

ii. One (1) week in advance for daily overtime as a result of short-term volume increases or **satisfying customer demands** (seven (7) days, e.g., by end of shift on Monday for following Monday.)

iii. One (1) week in advance for Saturday overtime (prior to end of shift on the preceding Friday) except for catastrophic events.

iv. By Wednesday of the week in which the Saturday overtime would be scheduled due to catastrophic events which are defined as: internal/external events, e.g., snowstorm , boiler

breakdown, paint department breakdown, supplier-related events, etc. which cause the plant to close for part or the full day.

Overtime will be scheduled, based upon the full requirements of a particular **Department**, **Area,** or the whole plant.

(2) The following guidelines apply for scheduled overtime:

i. No department/area or the whole plant will work scheduled overtime on a more frequent basis than two (2) Saturdays on and one (1) Saturday off.

ii. Daily overtime will not exceed two (2) hours worked per day.

iii. Up to eight (8) hours worked per week for short term volume increases to a maximum of eighty (80) hours worked per calendar year.

iv. Up to twelve (12) hours per week for lost production in weeks in which scheduled overtime for short term volume increases is not worked and not to exceed thirty-two (32) hours in any calendar month or not to exceed more than one hundred (100) hours per production line **department** per calendar year.

v. Lost placements due to catastrophic events as described in Article 13, Section 36 (1)(iv) will be excluded from the one hundred (100) hour maximum.

vi. The total combined scheduled overtime for short term volume increases and lost production will not exceed twelve (12) hours worked in any work week period.

vii. The hourly limitations set forth above shall apply to each overtime department and area and overtime hours worked by one area shall not be cumulated with hours worked by another area to reach the limitations.

Emergencies: The provisions of the above that limit or restrict the right of the Company to require employees to work daily overtime or Saturdays shall be suspended if operations are interrupted by emergency situations, such as, breakdowns, government-mandated work, power shortages, fire, tornado, flood, or acts of God, for a period of time to overcome such emergencies.

(3) Management will review with the Union in advance, the most practical method of scheduling daily overtime.

(4) The scheduling of full production for the purposes of short term volume increases will be limited to those situations where short term customer demand makes rate changes impractical. These situations, which are normally known several weeks in advance, will be reviewed with the Union, prior to the implementation of the scheduled overtime, as an effort to develop various alternatives to the implementation of the scheduled overtime. This understanding is not intended to waive any of the provisions of the Master Agreement. There will be no layoffs within thirty (30) calendar days of working the overtime exclusive of any impact caused by voluntary layoff.

Employees scheduled overtime ~~a~~re expected to work as if it were any other regularly scheduled workday.

Flex tech employees who are assigned to an **area** for less than two (2) weeks will work the overtime in the group to which they are assigned for that week.

An employee in the Flex Pool classification who is assigned to an area where overtime has been scheduled and that employee has not been given the required twenty-four (24) hour scheduled overtime

notice will be given an opportunity to work the scheduled overtime on a voluntary basis.

A Offline **Technician** employee re-assigned to Department **222**/223 when overtime is scheduled will work the scheduled overtime if he/she has otherwise accepted overtime in the Offline Department. Upon completion of such overtime, the employee may return for the remainder of the overtime they accepted in the Offline Department.

Employees who are assigned, **in an area**, **to work** at the time the overtime is scheduled, but transfer or are transferred out of the **area** prior to the overtime being worked are ineligible to work that overtime.

(5) Employees who are excused from working scheduled overtime due to personal conflicts, such as civic meetings, child care obligations, doctor appointments or other legitimate circumstances will only be excused at the discretion of the Company. Any employee not excused will be subject to the appropriate Company policies

(6) If a particular area is scheduled to work overtime and additional hours of overtime for that area are necessary during this same period, the employees working the scheduled overtime will be canvassed by seniority for the additional overtime, and any non-scheduled overtime worked will not be subject to the rotation list.

(7) In instances where the Company deems it necessary to cancel previously scheduled overtime, the Company will be required to notify employees that such overtime is canceled by no later than **four (4) hours before the end of shift, of the area that scheduled the overtime, on the preceding** day of the scheduled overtime. If notification is given subsequent to **four (4) hours before the end of shift, of the area that scheduled the overtime** the hours canceled will be deducted from the one hundred (100) hour maximum set forth in Article 13, Section 36 (2) (iv).

(8) During a period of scheduled overtime, if it is deemed advisable by Management to cancel the balance of the scheduled overtime, employees will be given the opportunity to go home or stay and work for the duration of the overtime period, provided the cancellation is not a result of an act of God or other reason beyond the direct control of Management.

(9) If unauthorized absenteeism creates the need for use of the Offline Agreement by impacting production, Offline **Technicians** may be reassigned for Saturday scheduled overtime. If management allows authorized time off in excess of those reasons provided for in Article 13, Section 36 (a) (5) of the Local Labor Agreement, production schedules must be adjusted.

SECTION 37

(a) The following overtime thresholds will be applied whenever overtime is worked, including holidays.

(b) In cases where five (5) or more employees in a Committeeperson's district are working overtime on a single shift, the Bargaining Committeeperson of the district may also work as Committeeperson during the overtime hours.

(1) The Committeeperson whose district covers the spray painters will not be eligible for any overtime due to additional time provided to the spray painters.

(c) In cases where thirty-five (35) or more employees are working overtime on a single shift, the Union President may also work as Union President during the overtime hours. In cases where twenty-five (25) or more employees are working overtime on a single shift, the Union Chairperson of the Bargaining Committee may also work as Shop Chairperson during the overtime hours.

(d) Committeepersons who represent employees on second and/or third shift will be afforded up to a maximum of three (3) hours of overtime per week for the purpose of representation in weeks in which

overtime is not otherwise available. The three (3) hour allowance may be used in total or in part on either adjacent shift on which the Committeeperson has active constituents. Should overtime occur during the week, those hours used prior to the overtime scheduled will not be charged against the overtime hours worked in the Committeeperson's district provided the hours are used for legitimate reasons.

SECTION 38

It is agreed that the **Union committeeperson(s)** shall work with their respective business management to prepare and advise Bargaining Committeepersons by **a half hour prior to the end of the shift, Monday through Friday**, as to whether or not overtime will be worked that day. **With the respect to Saturday and Sunday work, the union committeeperson(s) and respective business management will meet to discuss on whether or not overtime will be worked**.

(a) It shall be the Bargaining Committeepersons' responsibility to ascertain from the department/area whether or not overtime will be worked. The Company shall not be obligated to pay overtime to any Bargaining Committeeperson who loses an opportunity to work overtime because of a lack of knowledge that overtime work was available, unless the Bargaining Committeeperson shall have checked with **their respective business management** regarding availability of overtime.

(b) In addition to the provision of Article 13, Section 38 of the Master Agreement, to the extent possible, notice of weekend overtime shall be given to second shift two (2) hours prior to the end of their shift on Thursday. The third shift shall be notified to the extent possible or earlier whenever possible of weekend overtime prior to 2:00 AM Friday morning.

SECTION 39

The Company will not send an employee home for the purpose of avoiding payment of overtime.

SECTION 40

Employees who work overtime on a Sunday and transfer effective the following Monday to another shift, will be paid at the time and one-half rate for hours worked on the Monday shift provided the hours worked on Monday fall within a twenty-four (24) hour period of the overtime hours worked the preceding day, Sunday

ARTICLE 14 - HOLIDAYS

SECTION 41

(a) An employee's failure to perform work within the "qualifying workweek" shall be excused if due to one of the following reasons:

(1) A personal injury out of and in the course of employment with the Company provided the injury has not caused the employee to be absent from work for more than thirty (30) calendar days prior to the holiday.

(2) Jury service.

(3) Witness in Court.

(4) Scheduled vacation.

(5) A temporary condition of no work available due to such causes as material shortages or trouble with machines or equipment but not including cases of separation from the payroll.

(6) An employee reporting for work on one of the employee's regularly scheduled workdays is sent home because no work is available.

(7) In the case of an accredited representative of the Union, if failure to work is due to negotiating labor contracts with Management, attending meetings, or otherwise carrying on the legitimate duties of Union representatives provided that in any such case the Management shall have been notified in writing not later than the day prior to the absence and the employee has not been absent from work for more than thirty (30) calendar days prior to the holiday. The thirty (30) day limitation shall not be applicable in the case of accredited Local Union representatives absent for the purpose of negotiating labor contracts with Management.

(8) Absenteeism of an employee by reason of the employee's confining illness, provided the illness has not caused the employee to be absent from work for more than thirty (30) calendar days prior to the holiday. Computation of the thirty-calendar day period shall begin with and include the first day of absence from work which the employee would be scheduled to perform but for illness. In the event the thirty-first (31st) calendar day is a holiday, the employee shall be eligible for holiday pay. Reasonable excuse for such absenteeism shall be established by a statement from the attending physician.

(9) Leave of absence granted to reservists, national guards or state guards for required military encampment, training duty, or emergency duty, provided the absence has not caused the employee to be absent from work for more than thirty calendar days prior to the holiday.

(10) Absenteeism by reason of the death of someone in the employee's immediate family. Immediate family is defined as:

Spouse, parent, parent of current spouse, child, brother, sister, stepparent, stepparent of current spouse, stepchild, stepbrother, stepsister, grandparent, grandchild, grandparent of current spouse, son-in-law and daughter-in-law. Reasonable excuse for such absenteeism shall be established by a statement from:

i. The attending physician of the employee, or

ii. The funeral director, or by

iii. An obituary notice showing the relationship to the deceased.

(b) <u>Notwithstanding the above, the parties agree to meet and discuss a temporary layoff in advance of a scheduled holiday besides the Christmas Holiday.</u>

SECTION 42

Should employees be required to work on a holiday, and if the observed holiday occurs during any day of the work week from Monday through Friday, the appropriate master seniority list for the classification, department or group shall be used; if any employees are required to work during the weekend, the appropriate Saturday or Sunday overtime list will be used.

ARTICLE 15 - VACATIONS
(See Master Agreement)

SECTION 43

(a) An employee who is terminated from employment, retires, quits, dies or is discharged will be paid unused vacation pay earned in accordance with the provisions as outlined in Article 15 of the Master Agreement.

(b) The provisions set forth in Item (a) above shall also be applied in the same manner utilizing the appropriate

time period in each of the subsequent years of the Master Agreement.

SECTION 44

(a) For vacation time off in accordance with Article 15, Section 47 (a) of the current Master Agreement, **if available**, an employee may use up to **2 weeks (eighty [80] hours)** each vacation take year in **units of four (4) or eight (8) hour increments. Sixteen (16) hours out of that eighty (80) hours may be used in two (2), four (4), or eight (8) hour increments** with pay for the following purposes:

(1) Excused absences because of illness for which the employee does not receive accident and sickness insurance benefits, at the employee's average hourly earned rate for the week, including cost-of-living and night shift differential.

(2) Any absence which has been requested by the employee and excused by the immediate supervisor, provided, however that the employee's request will be denied only for the reason that it will interfere with production or operational requirements. Any request for paid absence allowance by an eligible employee made subsequent to the absence will be approved for payment, but the payment will not make the absence an excused absence or preclude the Company from considering the absence as the basis, in whole or in part, for disciplinary action.

(3) Additional scheduled vacation time immediately prior to or following the employee's other vacation time unconnected with any plant vacation shutdown, at the appropriate vacation pay rate.

(4) By automatically receiving pay in lieu of time off for the period not used in accordance with vacation purposes (1), (2) and (3) above. This payment is to be made on the second (2nd) payday immediately following the end of the vacation take year at the appropriate vacation pay rate.

(b) Employees who have allocated part of their vacation as casual days off in accordance with **Article 15 Section 43** (a) above and who thereby do not have full weeks of vacation time left during a vacation shutdown equal to the length of the shutdown will be disqualified for Supplemental Unemployment Benefits for the period of time not covered by their vacation during the vacation shutdown, except as is further provided for in Section 50 of Article 15 of the current Master Agreement.

SECTION 45

(a) A laid off employee may receive the vacation pay to which entitled while on layoff unless the employee requests the Company in writing to hold their vacation pay, await their return to work and schedule their vacation, provided however, that all unused vacation will be paid no later than the second (2nd) pay period following December 31 for all subsequent vacation take years. If there is a vacation shutdown, the vacation pay will be paid by the Company immediately prior to the vacation shutdown.

(b) An employee who has not taken vacation during the period provided for will not be entitled to pay in lieu thereof, except in the case of an employee who was prevented from taking a full vacation prior to the end of the vacation take period because of continuing illness or injury during the last two (2) months of the vacation take year, and except as provided for in this Article. In those cases, the employee will receive pay in lieu of vacation.

(c) The Company will, prior to October 31st of the vacation take year, give notice of those employees who have not yet taken their vacation to the Chairperson of the Local Bargaining Committee. The Company cannot pay out vacation without authorization from the employee.

SECTION 46

If the Company does not shut down or, in the event of a vacation shutdown, with respect to additional weeks of vacation time off, vacation will be scheduled throughout the year adhering as closely as practicable, in view of operational requirements, to the expressed desires of employees. Employees, however, will not be scheduled to take vacation before March 1 of any year, except at their request. In order to assure that vacation time is fairly and equitably determined, the following general provisions will apply:

(a) Weekly vacation quotas will be established as has been locally agreed to except that weeks scheduled for the months of January and February, and weeks of pay in lieu of vacation will be excluded from the available number of weeks to be scheduled. At least ninety (90) days prior to the start of the vacation take year, a notice will be posted in each department stating the weeks during which vacations may be taken and the number of employees who may take vacations in each week. Commencing two (2) weeks subsequent to the posting of the notice, each employee in the department, commencing with the most senior employee, will be permitted to identify the week (or weeks, if entitled to more than one (1) week) during which the employee desires vacation.

In the event that not all employees requesting vacation at a particular time can be permitted to take vacation at that time because either the number requesting a particular week is too great, or the services of some of the employees requesting vacation time are needed due to their skills to meet production requirements, the employees who cannot be scheduled for vacation time will be permitted to identify an alternate period, in accordance with seniority which will be subject to the same limitations as stated above. Vacations may not be postponed from one year to another.

(b) Employees who fail to identify desired vacation times after two (2) weeks' notice to do so will be given the choice of open weeks during which their services can be spared, commencing with the longest service employee. If an employee fails to identify a preference within a one (1) week period after being requested to do so under this Subsection, the Company will schedule that employee for vacation time in accordance with production requirements.

(c) After all vacation time assignments have been made, which shall be no later than fifteen (15) days prior to the start of the vacation take year, the vacation time assignments will be posted in each department within one (1) week thereafter.

(d) An employee who is transferred from one department to another after vacation assignments have been made in the department from which the employee was transferred, will retain the assigned vacation time unless it is necessary in view of production requirements to change the employee's vacation time. In those cases where it is necessary to change vacation time, the employee involved will be given the opportunity to state a preference of unassigned vacation time during which the employee's services are not needed to meet production requirements.

(e) An employee who is injured or becomes ill prior to the start of the vacation may reschedule vacation subject to the provisions of this Section.

SECTION 47

With respect to any work to be performed during the vacation shutdown, the following procedure will apply:

(a) Employees will be canvassed for volunteers in seniority order by department, classification and shift where work is scheduled.

(b) In the event the Company's requirements are not satisfied under Subparagraph (a) above, the Union agrees that these manpower requirements will be satisfied through a procedure to be developed at the plant level, which will ensure that the manpower requirements are satisfied in accordance with Article 8 of the Macungie Local Supplemental Agreement.

(c) In the event an employee working during the vacation shutdown has received less than sixty (60) days' notice of the work, the employee will be entitled to SUB and unemployment compensation, if otherwise

eligible, for any working days when they are not scheduled to work during that shutdown period.

(d) The Company agrees to notify any employee who is scheduled to work during the vacation shutdown period no later than the third (3rd) Monday prior to the shutdown, if the Company intends to cancel that work. If the work is canceled subsequent to that cutoff date, any employee affected by that cancellation will be considered laid off during the vacation shutdown period and will be entitled to any applicable benefit for which the employee is eligible.

SECTION 48

All employees will be paid on the basis of their hourly straight-time rate (including applicable shift premium) received for the week preceding their vacation.

SECTION 49

(a) A vacation period will consist of consecutive work days. Vacation periods of one (1) week or longer will commence on a Monday. All vacation pay is to be received **the regular course of the payroll cycle.**

(b) Employees, at their option, may leave their vacation pay with the paymaster until they return from vacation.

(c) Employees entitled to four (4) weeks of vacation shall have the option to take pay in lieu of time off for the fourth (4th) week of vacation. Employees entitled to five (5) weeks of vacation shall have the option to take pay in lieu of time off for the fifth (5th) week of vacation. It is agreed that employees entitled to five (5) weeks of vacation will not have the option of taking pay in lieu of the fourth (4th) week of vacation except as is provided for in Section 51 of this Article. Upon the exercise of vacation pay option, an employee will receive pay on the second (2nd) pay period after making the request.

SECTION 50

(a) An employee who first acquires ten (10) or twenty (20) years' seniority during the vacation take year may schedule the additional week of vacation or take pay for that week in lieu of time off at the time of scheduling.

(b) An employee who schedules and takes vacation in accordance with Subsection (a) above, and who subsequently has a break in seniority prior to reaching his/her anniversary date, will have the appropriate amount of money which was paid in advance for the unearned vacation deducted from their final check.

SECTION 51

It was agreed that where vacation scheduling problems exist, the Company and the Union will meet to discuss and resolve any problems, consistent with the provisions of this Article.

ARTICLE 16
WAGES, STARTING RATES & PROGRESSION

SECTION 52

The wage rates for all job classifications are as listed in Appendix A of this local Agreement.

SECTION 53

The starting rate for inexperienced employees hired in any classification in Appendix "A" shall be as outlined in Article 16 of the Master Agreement.

SECTION 54

Six percent (6%) shift premium will be paid for all work performed on the second (2nd) and third (3rd) shifts (nights).

SECTION 55

Any employee regularly called to work but not given work shall receive four (4) hours' pay at the employee's regular basic hourly rate except in case of stoppage of production caused by labor disputes. Any employee called to work or permitted to come to work without having been properly notified that there will be no work, shall receive a minimum of four hours' pay at the regular hourly rate, except in cases of labor disputes, or other conditions beyond the control of the Local Management.

SECTION 56

(a) Employees called in to perform work during a period of time separated from their regularly scheduled shift and not continuing into, or extending beyond, the scheduled shift shall be paid as follows:

(1) A minimum of two (2) hours' pay at one and one-half (1 1/2) times the base rate (including cost-of-living allowance and night shift differential, if any) for work performed on any one of the first five (5) regular work days in their work week.

(2) A minimum of two (2) hours' pay at the regular premium rate of one and one-half (1 1/2) times and two (2) times the base rate (including cost-of-living allowance and night shift differential, if any) respectively on Saturday and Sunday.

ARTICLE 17 - TRANSFERS - WAGE RATES

SECTION 57

When an employee is transferred from one job to another, the employee shall receive the job rate for the new job, provided, however, that an employee who has not yet completed the employee's hiring progression pursuant to, Article 16, Section **54** shall be transferred at the employee's same relative position within the wage progression for the new job classification until the employee has completed the employee's hiring progression period.

SECTION 58

If an employee is transferred or assigned to one (1) or more job classifications during a single workday, the employee shall receive the rate of the highest paying job for all hours worked during that day.

SECTION 59

At the time of transfer or as soon as possible thereafter, an employee transferred from one job to another shall be given a written notice stating the effective date of the transfer, the classification and rate from which the employee is transferred, and the classification and rate into which the employee is transferred. A copy of the notice will be given to the Union.

SECTION 60

Exceptions to the contract provisions relating to transfers to different classifications may be made by agreement between the Company and the Union.

ARTICLE 18 - WORK STANDARDS

SECTION 61

Work standards for all measurable work may be established on the basis of fairness and equity consistent with the quality of workmanship, the efficiency of operation, and the reasonable working capacity of skilled and experienced workers. The method of establishing new work standards or changing current standards shall jointly be discussed with the Union prior to implementation. In the case of production processes that said, the method must conform to recognized industrial engineering principles.

When a non-production standard is being changed both the company and the union will meet to discuss the change before the standard is implemented.

SECTION 62

When a work standard or estimated standard is placed into effect, an employee may not grieve the standard until he/she has attempted to make the standard for a period of time sufficient to determine its accuracy. If the employee cannot make the standard after an honest attempt to perform the job, the following procedure shall be followed:

(1) The **Employee** will report the specific problems to the **employee(s)** Supervisor.

(2) The Supervisor, in a timely manner, will observe to see that the employee is following the proper methods and utilizing the proper equipment. **The employee** shall also insure the job is being performed under standard conditions and that the job is properly set up.

(3) If after making necessary adjustments, the employee still cannot meet the standard, **the employee** may call for **their** Committeeperson. If the Supervisor and the Committeeperson cannot resolve the dispute, the Industrial Engineer or Manager who set up the job, if available, shall be summoned to review the operation and participate in the discussion with the Supervisor and Committeeperson.

(4) If the dispute remains unresolved, the Committeeperson may process a grievance.

No employee shall be disciplined for failure to meet an estimated standard until after the employee and his/her Committeeperson have been notified that said employee has not met the standard within the qualification period. In keeping with lean manufacturing concepts, the employee will have input regarding how his/her job assignment is set up or altered. Such input may come through the employee's suggestion or interaction between the employee and his/her supervisor and/or the attendant engineer.

SECTION 63

When a job is being restudied or disputed under the procedures above, the findings of such re-examination, whether they are by time study or other techniques, will be made available to the operator and/or his Committeeperson upon request.

Job breakdowns, which will include the actual times it takes to perform individual items of an employee's job, and/ or other pertinent data concerning the job dispute in question will be provided to the Union and employee upon request from the Committeeperson; however, it is mutually recognized that it would be impractical to provide this information during periods of work acceleration or decreases; however, such information shall be made available as soon as reasonably possible.

SECTION 64

The provisions of this work standards procedure shall not be subject to the arbitration provisions of this Agreement except by mutual agreement. Discipline for failure to meet production standards shall be subject to arbitration. Discipline assessed for failure to meet a work standard which is later found to be in error shall be adjusted on the basis of fairness and equity based upon the attendant circumstances.

SECTION 65

All bargaining unit employees shall receive **sixteen (16)** minutes of break time. All production standards shall contain a two and one-half percent (2.5%) miscellaneous allowance.

ARTICLE 19 - DISCHARGE AND DISCIPLINE

SECTION 66

The Company shall continue its present practice of notifying an appropriate Committeeperson prior to the removal or rejection of any employee from its premises.

ARTICLE 20 - STRIKES AND LOCKOUTS

SECTION 67

In accordance with the provisions of Article 20 of the Master Agreement, the Union shall have the right to strike, in accordance with the procedure set forth therein.

ARTICLE 21 - HEALTH & SAFETY
(See Master Agreement)

ARTICLE 22 - PENSION PLAN
(See Master Agreement)

ARTICLE 23 - INSURANCE PROGRAM
(See Master Agreement)

ARTICLE 24 – SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN AND SEVERANCE PAY PLAN
(See Master Agreement)

ARTICLE 25 - TRANSFERS TO OTHER PLANTS
(See Master Agreement)

ARTICLE 26 - NO DISCRIMINATION
(See Master Agreement)

ARTICLE 27 - JOB SECURITY AND OUTSIDE CONTRACTING

SECTION 68 - MACUNGIE OUTSOURCING

During the 2012 negotiations, the Parties agreed to the following provisions in regards to outsourcing:

(a) Outsourcing will be limited only to the extent of production on line work and off-line sub-assembly work. The term "production on line work and off-line sub-assembly work" shall not be construed to include an ability to outsource the complete cab groom assembly line, the complete hood groom assembly line, any non-assembly work or operations, including but not limited to the Customer Adaptation Center, **Offline** department, indirect labor, etc. Except as enumerated herein, the provisions of Article 27 will continue.

(b) The company will not make sourcing decisions that have the potential to impact headcount without first describing the reasons for the contemplated decision with the Union. The company, in good faith, will take into consideration input from the Union prior to making the final decision. However, these discussions will not jeopardize the timeliness of the decision. The analysis process for make/buy decisions will be the Volvo Financial Review Procedures. Should a disagreement arise during the final make/buy review, the appropriate Union Representative and appropriate UAW Leadership will be provided a review opportunity with the senior manager of the area impacted.

(c) The appropriate Union Representative will participate in the review of the make/buy decisions and will be provided the information and data necessary to make meaningful contribution to the process. The appropriate Union Representative will also serve as the bargaining unit point of contact to consider bringing work into the plant. The appropriate Union Representative may participate in vendor visits.

In consideration of the above, the following conditions are agreed to:

(a) The terms and conditions of Letter 3 of the Macungie Local Supplemental Agreement will apply.

(b) All current employees, by name, will not be subject to layoff from company-initiated sourcing decisions for the life of this Agreement.

(c) The list of names will be reduced as persons on the list who, after the effective date, retire, die, quit, or otherwise cease to be employees.

(d) No additional names will be added to the list during the term of this agreement.

(e) Employees on the list may only be laid off due to reductions caused by volume or product mix changes.

(f) If sufficient volunteers are not obtained through the voluntary layoff provision, an involuntary layoff will occur. Employees with less than ten (10) years of seniority who are involuntarily laid off as a result of a volume decrease will receive up to fifty- two (52) weeks of SUB benefits and up to fifty-two (52) weeks of H-S-M-D coverage.

(g) Persons not on the protected list may be subject to layoff as a result of company- initiated actions, including, but not limited to introduction of technology, productivity improvements and sourcing decisions for the life of this agreement.

ARTICLE 28 - GENERAL

SECTION 69

The Company agrees that all pending grievances under the prior contracts, and all arbitration awards under the prior contracts which have not been affected by this Agreement, shall maintain the same status as though the prior contracts had been continued without change.

SECTION 70

The Company will make every reasonable effort to see to it that the present food and refreshment services furnished by the concessionaire in its facilities are adequate, provided these services are self-sustaining.

SECTION 71

The Company will provide bulletin boards in the plant at Macungie, at the locations as shall be agreed upon by the Company and the Union, not to exceed, however, in number the Company bulletin boards.

SECTION 72

In the event it becomes necessary to perform a Plant inventory, the procedure to be followed will be developed at the local level.

SECTION 73

All employees who are waiting to be examined by the Company physician before starting work upon return from sick leave will be compensated at the appropriate rate until the employee is released from the medical examination.

SECTION 74

Employees desiring to take time off on a General Election day shall be permitted to take two (2) hours off, without pay, for the purpose of voting. Employees desiring to take advantage of this Section will give their Supervisor as much advance notice as possible. Employees will only be permitted to take two (2) hours off without pay for the purpose of voting if they are unable to vote due to their scheduled working hours, such as a double shift that prevents them the opportunity to vote.

SECTION 75

It is the intention of the parties that all non-bargaining unit employees shall not perform any bargaining unit work. This is not to be interpreted to prevent the necessary function of instruction and demonstration.

SECTION 76

Employees who punch in any time after the start of the shift (e.g.: 6:45:01 AM for day shift, etc.) **paid the time recorded by the payroll system.**

SECTION 77

Effective September 1, 1997, the Macungie Operations is a smoke-free facility.

SECTION 78

Quality Audit personnel in performance of their job responsibilities shall operate vehicles on Company property to/from the Offline lot and the Audit room and to validate the level of quality we are delivering to our customer, in accordance with the requirements of the Global Product Audit manual. In this capacity, the auditors will test drive the trucks being audited, perform a water test, and to verify all other functions of the truck in the audit process. In order to verify the functionality and integrity of the truck the auditors will have the ability to use the appropriate tools to verify the quality and reliably of the trucks. Auditors will not repair any deficiencies found. It is recognized that such repairs have historically been made by the Offline Technicians. If any repairs require another classification's expertise the parties can mutually agree that these repairs are necessary. In order for the auditors to test drive the trucks, they will add mud flaps, licenses etc. in order to legally drive the truck. This clearly adds no value to the truck as these will all be removed after the audit is competed.

SECTION 79

The Union shall receive all profits derived from the vending machines operated in the shop, and shall be used for social, recreational sports, scholarships, Children's Christmas Party, annual picnic or other constructive purposes for Union members and their families.

SECTION 80

(a) Upon conclusion of these negotiations, the Parties have agreed to have the "personal preparation" time evaluated by the Manufacturing Engineering Department. The studied time for "preparation and clean-up" purposes will then be placed into the Macungie work assignment as a line item.

(b) In order to maintain effective unit output in the paint department due to increased paint pass requirements, a new paint procedure is instituted effective February 1996 as a means to maintain schedule needs. As a result, **all spray painters in Offline, (VEH-1) and (VEH-2)**, are needed to prepare and maintain equipment twelve (12) minutes prior to the start of the shift and six (6) minutes following the shift. This procedure will remain in effect as long as the paint pass requirements exceed the Operation's eight (8) hour/shift paint capacity.

(c) The additional eighteen (18) minutes per day, identified in (b) above, shall be paid in accordance with the provisions of Article 13 of the Master Agreement. The overtime paid in compliance with this section will not reduce the short work week allowance paid when applicable.

(d) The spray painter jobs listed in (b) above, will be offered to the "most" senior spray painters. In the event this does not secure the required personnel, spray painters will be placed into the jobs in inverse seniority order. Employees entering the Spray Painter classification will be offered, seniority permitting, the opportunity to secure one of the jobs listed in (b) above. When any of the jobs in (b) above become open, any painter requesting the job shall fill the opening. When more than one (1) employee requests the open job, the most senior employee will fill the job.

(e) Employees assigned to spray painting as a replacement for the jobs listed in (b) above after the start of their regular shift will not be paid an overtime premium unless the employee is required to paint to the end of the shift. In these cases, employees will be afforded twelve (12) minutes to clean up after the completion of the shift and be compensated in accordance with Article 13 of the Master Agreement.

SECTION 81

Management will make available combination tool boxes from the Company tool crib for use by employees classified as Production Technician **Offline**. The tools remain the property of the corporation, are the responsibility of the individual employee to whom they are assigned and shall be returned to the tool crib upon transfer from the **Offline** Department.

Employees presently classified as **Offline Technician** who require "specialty" tools in the performance of their job assignment may obtain the tools from the tool crib on an as-needed basis.

Tools which become damaged in the course of work, lost, or stolen will be investigated and verified by Management, and reviewed on a case-by-case basis for replacement purposes, consistent with existing policy.

SECTION 82

All employees who report to the dispensary as a result of an injury incurred in the performance of the employee's job duties or as a result of a medical condition necessitating being transported by ambulance during the regularly scheduled shift will be compensated at the appropriate rate. The employee must abide by the medical pass procedure except in case of an emergency.

SECTION 83

Employees presently classified as Material Technicians or employees who transfer into the Material Technician group will be afforded necessary training on CRT or "plant information systems" related to their job responsibilities.

SECTION 84

(a) Replacements for Spray Painters in the Macungie Division due to absenteeism will be populated in the following manner:

(b) The appropriate number of **STA** Spray Painters will be added to the **Offline**/Chassis area. They normally will function as Production Technicians and**/or Offline Technician Paint area and** will only be utilized for vacancies due to absenteeism, wherever they may occur in the Spray Painting classification of Department 227. The least senior spray painters will be utilized in this capacity unless there are more senior spray painters who desire to be utilized for absenteeism replacements. They will be assigned to Department 227 for overtime purposes.

(c) Currently, there are two (2) STA's assigned to Department 227 for the spray painter classification. One will be assigned to **Offline** paint, and one will be assigned to the Chassis lines for the purpose of eliminating delays with the movement of manpower during the following conditions:

- Peak loads
- Daily absenteeism and tardiness
- Training
- Physicals and therapy
- Medical department Visits

This procedure will eliminate downtime due to manpower requirements at the start of the shift and reduce the need to shutdown **Offline** paint.

In addition to the above responsibilities, the chassis paint STA may be assigned in accordance with the provisions of **Section 84 (c)** above, whenever necessary after the **Offline** paint STA has been utilized.

And when no spray painters' work is available, **the one (1)** spray painter STA will be assigned to the Production Tech classification and **one (1) spray painter STA will be assigned to the Offline Technician paint area. If in the event, additional spray painters are needed to be assigned to the Offline Technician Paint area the parties will meet to discuss adding additional support.**

(d) Touch-up paint work in **Offline** can be performed by the Production Technician-**Offline** and any work beyond touch-up will be performed by the Spray Painter. Touch-up work is defined as a correction of a defect with a finished area which is approximately fourteen (14) inches by fourteen (14) inches or less. In addition, when touch-up work is being performed the Company will continue the practice of not requiring the **Offline Technician** to use an air brush. Rather, use of the air brush will continue to be optional. Touch-up work performed by the **Offline Technician** will be done in the booth if the booth is available.

SECTION 85

All future tractors purchased by the Company for inter-plant purposes shall be equipped with power steering.

SECTION 86

The Company will provide a program to place protective covers and heaters on lift trucks used extensively on the outside.

SECTION 87

The Utility Welder will perform all other welding functions not currently assigned to the skilled trades Welder. When welding work is not available, the Utility Welder will be assigned to the **Offline** group to perform **Offline Technician** work in the **Offline** Department welding area.

SECTION 88

The Sheet Metal Finisher will perform all sheet metal finishing work. When finishing work is not available, the Sheet Metal Finisher will be assigned to the Offline group to perform Offline **Technician** work in the Offline Department paint area.

SECTION 89

(a) All employees, except production employees, will be granted a five (5) minute period at the end of each work shift for putting away tools and making preparation to go home. Work shall continue, however, until the five (5) minute whistle blows.

Employees shall not be processed for transfer or be canvassed for overtime during this five (5) minute period.

(b) The above provision shall be applied whenever work shifts are scheduled for four (4) hours or more.

SECTION 90

Management will meet with the appropriate Committeeperson on those occasions when warranty work is scheduled to be performed. The parties will discuss the nature of the work for the purpose of determining whether any Mack labor will be required (e.g., disassembly of work previously assembled by Mack labor). When such work is required, the appropriate bargaining unit personnel will perform such work and return to his/her regular job unless otherwise needed. Regardless of whether or not Mack labor is required, a **Quality** Inspector will inspect the product following the completion of the supplier warranty work. For the warranty work required to be performed by the vendor, the Company will encourage the vendor to subcontract the required work to Mack Macungie. The Union Leadership is committed to provide the necessary manpower to efficiently complete the customer requirements timely. It remains the option of the vendor to choose the appropriate resolution.

Upon request the appropriate Committeeperson may be notified once a campaign has been identified.

SECTION 91

When work is to be performed by vendors during the off-shift hours, the Company will meet with the Union and discuss said work to ensure that it is not work which a bargaining unit employee should be doing.

SECTION 92

It is Management's intent to use security cameras and devices throughout the facility for the sole purpose of security. The equipment will not be used for the purpose of monitoring employee's job performance or for invading employee's rights to privacy.

The parties agree that when the cameras are ever used inside the facility the parties will meet and discuss the use prior to installation and implementation.

ARTICLE 29 - POSTING CONTRACT

Management will promptly provide a sufficient number of printed copies of the Macungie Local Supplemental

Agreement for distribution to each represented employee. The Parties will jointly proofread the Local Supplemental Agreement prior to printing to ensure accuracy.

ARTICLE 30 - SUCCESSORS
(See Master Agreement)

ARTICLE 31 - DURATION
(See Master Agreement)

ARTICLE 32 - PROFIT SHARING PLAN
(See Master Agreement)

ARTICLE 33 - LEGAL SERVICES PLAN
(See Master Agreement)

ARTICLE 34 – Skilled Trades

SECTION 93

Skilled trades for the purpose of this Agreement shall mean only the mutually recognized skilled trades occupations assigned to the Facilities Maintenance Department.

All work shall be performed in compliance with the OSHA recommended Mack Trucks, Inc. Lockout policy.

Facilities Maintenance Department employees shall be licensed to operate power equipment in the performance of the duties of their classifications. Lift trucks or any other transporting equipment may also be used to move production materials to the extent required incidental to the performance of the regular duties of their classifications.

Layout Department can use power lifting equipment to move supplies and parts in and around their department in the performance of their duties.

Facilities Maintenance Department employees shall be responsible for the loading, unloading and movement of maintenance material, machinery and equipment.

Common carrier items delivered through the receiving department to be delivered to Facilities Department or other designated drop area.

SECTION 94

The following classifications and occupational groups shall be established in the skilled trades.

Occupations are defined as **Millwright,** Electrical, Layout Machinist, and Tool Fixture Welder, **Millwright Apprentice, Electrical Apprentice, Layout Machinist Apprentice, Tool Fixture Welder Apprentice.**

SECTION 95

Seniority in the skilled trades department shall be by skilled trades' date of entry within each non-interchangeable occupational group in a specific classification. Any reference to the word seniority is understood to imply date of entry.

The date of entry for new hire Journeymen and Journeymen transferring from other Mack operations will be the actual date. No computed credit will be given for these journeymen.

SECTION 96

(a) For the purpose of this provision, no employee shall be considered to be a Journeyman or Apprentice until they have established a skilled trade date of entry through a permanent posted notice or the Apprentice language.

(b) In determining the status of an employee transferred into the skilled trades department, the Training Committee shall review all documentation submitted by the employee stating prior work-related experience from any Mack facility, outside employment, or accredited (job-related) schooling and credit, accordingly, as outlined below, after the employee has demonstrated proficiency in that classification within a minimum period of ninety (90) days to a maximum of six (6) months.

SECTION 97

Definition of Journeyman

The term Journeyman when used in this Agreement means an employee who:

(a) has satisfactorily completed a bona fide apprenticeship training course with similar standards to the Mack-UAW Apprenticeship Training Program or is a UAW Journeyman skills card holder.

(b) has properly carried Journeyman status in any Mack plant under the terms of previous agreements between the parties; or

(c) has been reclassified as a Journeyman under the terms of this Agreement; or (d)upon transfer or hire into an opening in the Skilled Trades, can document that the employee has worked in the trade for a period of time at least equivalent to the four years on-the-job experience required for classification to Journeyman status. Copies of any documents presented pursuant to this provision will be furnished to the Training Committee for evaluation.

SECTION 98

(a) Management will study its future maintenance Skilled Trades Manpower needs, and, at least once each six (6) months, will post a list of jobs, if any for which a shortage of Journeymen is anticipated. Where qualified Journeymen are not available in the plant, management may obtain qualified Journeymen as new hires. Employees working on other than skilled trades classifications will be permitted to file application for posted vacancies, listing their qualifications. Employees entering the skilled trades group will be required to possess the appropriate tools for their respective classification.

(b) Prior to obtaining new hire Journeyman, management will seek qualified Journeyman through the Apprentice pool. If the Apprentice pool does not yield qualified Journeyman, a plant-wide posting asking for qualified Journeyman will take place. Whether Journeyman applies from the Apprentice pool or as a result of the posting, documented proof must be submitted to the training committee for approval prior to awarding Journeyman status, and entering the group. Employees entering the skilled trades group will be required to possess the appropriate tools for their respective classification.

(c) Recognizing the desirability of allowing employees in the skilled trades' classifications to fill jobs on the shift of their preference, the Company and the Union agree to the following procedure when filling skilled trades openings:

(1) When an opening occurs on a specific shift, the job requirement(s) shall be satisfied by canvassing employees on the skilled trade date of entry list who have designated that shift as their shift preference whether they are currently working in the skilled trade department or not. An employee who does not return to their preferred shift will lose their date of entry.

(2) Openings created as a result of a change in the number of employees assigned on a specific shift in a

skilled trade classification (e.g., an increase on one shift and a decrease on another) will be offered in seniority order, after the application of (1) above. Upon completion of this canvass, if no one accepts to fill the opening, the employees on the skilled trade date of entry list not currently working within the skilled trade department shall be canvassed. If the employees choose not to return when initially canvassed, they shall establish a shift preference at that time by completing a skilled trade shift preference form.

(3) Employees not working in the Facilities department who have different shift preferences will not be canvassed, regardless of date of entry, until all employees with a shift preference for the shift matching the opening have been canvassed. However, an employee with a different shift preference who elects not to return to the skilled trade will not lose their date of entry. In the event openings still exist after the canvassing, the Apprentice list will be used to fill the vacancy. If openings still exist after exhausting the Apprentice list, a posting will occur in accordance with Article 34, Section 96 (a).

(4) Once skilled trades' employees on the date of entry list have established their shift preference(s), such preference may only be changed by completing a form available in the Facilities office. This form may be completed during the last two.

(2) weeks of the quarters (i.e., last two weeks of March, June, September, and December of each year).

(d) Where qualified journeymen are not available in the plant, management will meet with the skilled trades' committeeperson and discuss methods to satisfy journeymen manpower requirements prior to obtaining qualified journeymen as new hires. As part of this process, the Company will:

- recall previously qualified Macungie Operations Mack journeymen from layoff and if there are none;
- identify employees on general layoff who may qualify as Journeymen and if there are none who qualify;
- identify any employees on the Master Recall List who may qualify as Journeymen and if there are none who qualify then;
- hire new Journeymen.

(e) Additional manpower required during the two-week summer vacation shutdown will be posted as temporary positions with no date of entry established.

SECTION 99

(a) In the event of a reduction in force in the Skilled Trades, any excess shall be from the affected Skilled Trades occupation and shift in reverse order of Skilled Trades Date of Entry in that occupation. If the employee has sufficient plant-wide seniority, the employee shall be transferred back to the employee's pre-transfer seniority group as provided in Article 7 of the Macungie Local Supplement.

(b) If there is a plant-wide reduction that requires employees to be laid off and there are excesses in the Skilled Trades Department, Apprentices would be excessed unless an understanding was reached as written in Article 34, Section 102 (Article 8).

(1) If there are no Apprentices in the Skilled Trades group, the most senior Journeyman who is eligible for voluntary layoff would be placed on voluntary layoff.

SECTION 100

(a) **Journeyman** in the skilled trades classifications who desire to change their shift shall make application for transfer of shift by the end of the employee's regular second day of work of the normal regularly scheduled work week. If the employee's request is not made within this period, the employee's transfer will not be

effective until the week following the next payroll period.

(b) Transfer requests shall be granted on the basis of skilled trades date of entry within the classification and group, e.g., **Millwright**-Journeyman may only displace a **Millwright**-Journeyman who has a less senior date of entry.

(c) An employee making a transfer of shift request shall not have the right to cancel or withdraw the request. An employee shall have the right to change shift under this section no more than **two (2)** times within each calendar year.

SECTION 101 TRAINING COMMITTEE

(a) Objective: To ensure that training is required for all skilled trades employees and that we have a fully qualified skilled trades group, especially with the increasing need for specialized job knowledge in the areas of robots and PLC equipment, and to prepare for the increasing probability of retirements within the skilled trades classifications.

Establish a training committee composed of the union committee person, a representative from the area vocational/technical school and/or Human Resources, facilities department management representative, and three (3) skilled trades employees (1 mechanic, 1 electrician, 1 layout machinist) to develop and implement an apprenticeship program for the skilled trades as well as a performance evaluation process for bidders/new hires. The committee will identify who needs training, monitor the training, develop individualized training plans, and have input into the selection of training institution(s).

SECTION 102 - Apprentice Program

Article 1 Definitions

(a) "Company" shall mean Mack Trucks, Inc.

(b) "Union" shall mean the duly authorized representatives of International Union, UAW and its Local Union 677.

(c) "Standards of Apprenticeship" shall mean this entire document including these definitions.

(d) "Registration Agency" shall mean the Bureau of Apprenticeship and Training, U.S. Department of Labor or State Apprenticeship Agency where such agency has been established.

(e) "Apprenticeship Agreement" shall mean a written agreement between the Company and the person employed as an apprentice. The agreement shall then be approved and signed by the person and Secretary of the Committee and registered with the Registration Agency and the Local Union.

(f) "Apprentice" shall mean a person engaged in learning and assisting in the trade to which assigned and who is covered by a written agreement providing for training in accordance with these standards of apprenticeship.

(g) "Apprentice Coordinator" shall mean the person employed by the Company as the person assigned the responsibility to perform the duties outlined in these standards of apprenticeship.

(h) "Committee" shall mean the Training Committee composed of representatives of the Company and the Union established under these standards for the purposes of administering the apprenticeship program and duties referred to in section 101.

(i) "Journeymen" means employees in a specific trade and shall not be construed to include journeymen employed in other trades. The word journeyman is used to designate individuals with proficient skill levels in a trade and is not intended to reflect gender.

Article 2 Equal Opportunity in Apprenticeship

"The recruitment selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations (CFR) Part 30, as amended.

Article 3 Apprenticeship Eligibility Requirements

Apprenticeship openings and testing will be posted on the Company's **boards** as openings occur in accordance with provisions of the apprenticeship program.

Applications for apprenticeship will be accepted by the Human Resources Department from seniority employees within the Bargaining Unit who consider themselves eligible under this program.

In the event a journeyman would need to be hired, the procedure as detailed in Article 34, Section 99 (b) of the Macungie Supplement will be followed.

After a preliminary check of each application by the Human Resources Department, applicants meeting the eligibility requirements as outlined in this program will be referred to the Training Committee for approval or disapproval.

Applicants meeting the minimum eligibility requirements as outlined in this program will be referred to the Training Committee for selection. Selection of applicants will be based on the following:

(1) Applicants passing the assessment test **and physical capabilities test** will be chosen by seniority. The specific score required to pass will be based on the recommendation of the testing institution.

(2) Outside applicants will be ranked by test results. Highest will be first.

Records of all applications and the selection process will be retained as determined by the Training Committee.

Article 4 Credit for Previous Experience

Credit for previous experience in the military service, an apprentice training program or a skilled trade classification including another facility, may be given up to the total time required on any phase of the apprenticeship training or related training schedules in accordance with registration agency. Credit for such previous experience shall be given apprentices only at the time they have satisfactorily demonstrated that they possess such experience and are able to do the job. Related training credit shall be given apprentices at the time they have demonstrated that they possess the educational knowledge for which they are requesting credit under the related training schedule. At the time such credit is given, the apprentice's wage rate shall be correspondingly adjusted within the apprentice rate schedule based on the amount of credit given toward completion of the shop training schedule.

Article 5 Term of Apprenticeship

The term of apprenticeship shall be established by these apprenticeship standards in accordance with the schedule of work process and related instructions as outline in Appendices attached hereto.

Each phase of the scheduled hours of shop training contained in a local program will be considered complete if it is within ten percent (10%) of the figure assigned to a particular phase of training. Where optional time is agreed to in the work schedules, not more than five percent (5%) of the total time may be assigned to optional work as set forth in the standards. Deviations from the limitations of this paragraph may be approved by the Training Committee.

Credit will be awarded to apprentices for incidental sick, Accident and Sickness, workers' compensation time, or bereavement allowance not to exceed a sum total of fourteen (14) work days in a calendar year.

Article 6 Grace Period

The first five hundred (500) hours of employment for apprentices who are seniority transferees shall be a grace period. During this grace period, these transferee apprentices may elect to return to their previous occupations and their apprenticeship agreements will be canceled by the Training Committee. After the five hundred (500) hour grace period, if the apprentice voluntarily leaves the skilled department, they forfeit the apprenticeship program and right to return. The registration agencies shall be advised of all such cancellations.

(1) Newly Hired Employees

The probationary period for newly hired employees as apprentices, shall be the first five hundred (500) hours of employment.

Article 7 Hours of Work

Apprentices shall work the same hours during the work week and be subject to the same conditions as the skilled workers of their trade. This includes being placed on **their own** rotational overtime list. When apprentices are required to work overtime on special occasions, those occasions will be discussed between the Union and Company representatives to achieve desired results. Apprentices on these occasions will receive credit on the term of their apprenticeship, for only the actual hours worked. The Training Committee may schedule related training classes during the apprentices normal work hours. The Company may reassign apprentices to off shifts as necessary to supplement training needs. In such cases, the appropriate shift differential shall be paid.

The Training Committee shall limit the hours of overtime work of an apprentice where excessive work schedules interfere with related training.

Article 8 Ratio

When the Company determines to enroll new apprentices, the apprentices will be chosen in seniority order from the eligibility list in conjunction with the Training Committee.

When a permanent reduction in force occurs in a trade where Apprentices are employed, Apprentices shall be excessed until the ratio of Apprentices to Journeymen is one (1) to eight (8) or major fraction of eight (8). Thereafter, Apprentices shall be laid- off at the ratio of one (1) Apprentice for each eight (8) Journeymen laid-off in the trade. The Company and Union have agreed that when a voluntary layoff occurs, the Company will consider alternate ways to layoff to avoid excessing apprentices, otherwise the excess will be by date of entry starting with the least senior Apprentice.

The apprentices will exercise their seniority in their own group. For example, if there are four (4) apprentices in any specific trade and a reduction in this number is required due to lack of work, apprentices who are probationary employees shall be laid-off first. Thereafter, the first hired shall be the last laid-off and the last laid-off shall be the first to be recalled.

In the event the reduction in force is due to unusual circumstances including, but not confined to, a transfer of or discontinuance of an operation, major technological developments, the elimination or consolidation of classifications, the discontinuance of a shift, or a drastic reduction in the level of work resulting in a heavy reduction in the skilled work force, the local parties shall mutually agree to an acceptable layoff and recall plan.

If the Company requires more journeymen, it will go to the apprenticeship pool seeking journeymen before hiring from the outside. Documented proof of experience must be presented to the Training Committee for verification.

.

An employee having seniority in the plant who enters the apprentice training program shall, during the period of his/her apprenticeship, retain and accumulate seniority in their former seniority group, and if excessed from the

apprenticeship training program, they shall be able to return to the workforce, seniority permitting.

When the work force is increased in a trade, apprentices may be recalled in accordance with their date of entry into the apprentice program when the journeymen levels increase in accordance with the ratio used at the time of layoff. Apprentices on layoff will be recalled before journeymen are hired into the trade to which the apprentices are assigned.

Article 9 Seniority

(1) Employees successfully completing the Apprentice Program will be assigned a date of entry to their respective classification, reflecting the start date of their Apprentice Program. Should more than one employee be transferred into the Apprentice Program on the same date, the most senior employee will be given that actual date, the employee(s) next in line of seniority will be given an adjusted entry date based on seniority and the dates following the transfer. Seniority will be based upon the local Macungie or MCC seniority date. (As an example: Four (4) employees enter the apprentice program on August 13, 2012. The most senior employee transferred receives the August 13, 2012, respective date of entry. The second most senior employee receives an adjusted date of August 14, 2012, as their respective date of entry. The third most senior employee receives an adjusted date of August 15, 2012 as their respective date of entry. The fourth most senior employee receives an adjusted date of August 16, 2012, as their respective adjusted date of entry. All persons entering the apprentice program shall always have an individual date of entry.) Apprentice Program completion is in accordance with the US Department of Labor requirements.

In regards to graduating apprentices and journeyperson transferees from other locations, it is possible for a graduating apprentice to have an earlier date of entry into their respective skilled trades classification. (As an example: A journeyperson who transferred to Macungie from Hagerstown with a date of entry of January 12, 2010 and an apprentice who has graduated after the January 12, 2010 date of entry of the Hagerstown employee and who has a date of entry of March 9, 2008, will be placed ahead of the Hagerstown employee.) In regards to a new hire journeyperson, an apprentice with a date of entry prior to the date of hire of the journeyperson will be placed ahead of the new hire upon successful graduation. As per Article 34, Section 98, Paragraphs A & B date of entry determines seniority in the skilled trades department.

(2) Upon successful completion of the Apprentice Program, only if there are no openings available in the employee's skill trade classification, the employee shall exercise their seniority in accordance with Article 7 of the Macungie Supplemental Agreement.

(3) By the Veterans Reemployment Act, returned veterans who had their apprenticeship program interrupted shall, upon completion of the apprenticeship, receive seniority credit equal to the time on course, plus the length of service in the Armed Forces.

shall, during the period of the employee's apprenticeship, retain and accumulate seniority in their former seniority group, and if excessed from the apprenticeship training program, they shall be able to return to the workforce, seniority permitting.

When the work force is increased in a trade, apprentices may be recalled in accordance with their date of entry into the apprentice program when the journeymen levels increase in accordance with the ratio used at the time of layoff. Apprentices on layoff will be recalled before journeymen are hired into the trade to which the apprentices are assigned.

Article 10 Discipline

The Training Committee shall have the authority to cancel the apprenticeship agreement for an apprentice at any time for just cause pertaining to the apprenticeship, such as inability to learn, unsatisfactory work, or lack of interest in work or education. Such canceling shall not be subject to the grievance procedure.

The Company has the right to discipline apprentices for cause or matters not related to their training as apprentices.

Such discipline by the company may be subject to the grievance procedure.

Article 11 Wages

Newly hired Apprentices in each of the trades covered by these standards shall be paid a progressively increasing schedule of wages as follows:

1st 1000 hours - not less than 65% of the journeyman wage rate
2nd 1000 hours - not less than 70% of the journeyman wage rate
3rd 1000 hours - not less than 75% of the journeyman wage rate
4th 1000 hours - not less than 80% of the journeyman wage rate
5th 1000 hours - not less than 85% of the journeyman wage rate
6th 1000 hours - not less than 90% of the journeyman wage rate
7th 1000 hours - not less than 95% of the journeyman wage rate
8th 1000 hours - not less than 95% of the journeyman wage rate

Employees transferring into the Apprentice program from another classification effective June 4, 2001, shall be paid a progressively increasing schedule as follows in Appendix B:

The Company agrees to pay, on behalf of apprentices covered by this agreement, for books, registration fees and/or tuition required in connection with related training under the apprentice program.

If apprentices are laid-off, they may elect to continue school classes **(if approved by the training committee)**. Tuition, books and time spent in class during such layoff period will be paid upon the return of the apprentices to the apprentice program providing the apprentice present tuition and book receipts to the Company.
Apprentices will be paid their regular base hourly rate while attending required classes of academic instruction. If an apprentice comes up for overtime the night the apprentice is scheduled for classroom instruction, classroom instruction will be attended first. This will count as time worked for overtime and will be charged to the hours worked for equalization purposes. Overtime hours spent in classroom instruction, when not up for overtime in a regular turn for overtime, will not be used for chargeable hours for equalization purposes.

Apprentices who are given credit for previous experience shall be paid (upon signing the apprenticeship agreement), the wage rate for the period to which such credit advances them.

Apprentices are to receive not less than the rate paid to journeymen in the trade in which they served their apprenticeship, after completing eight thousand (8,000) hours and receiving approval of their completion of training by the Training Committee.

Article 12 Related Instruction and School Attendance

Each apprentice shall enroll and attend weekly classes for the minimum number of related instruction hours as outlined for each particular trade, (according to instructions by the Training Committee.) Each apprentice after enrollment in such classes shall be registered with the appropriate State agency as an apprentice student on the forms furnished for this purpose.

The location and quality of the classroom instruction shall meet with the approval of the Training Committee.

The schedule or related instruction shall be outlined in appendices attached hereto.
In the case of failure on the part of apprentices to fulfill their obligation as to school attendance or successful academic accomplishment, the Training Committee may suspend or revoke the apprenticeship agreement. The apprentices hereby agree to abide by any such determination of the Committee.

The Registration Agencies and the Local Union, the Local Board of Education, the State Agency and the UAW Regional Director shall be notified of any such cancellation. This action will terminate the eligibility of the apprentice as a student.

Article 13 Training Committee

This Committee shall be composed of six (6) members, half of who shall represent the Company and half of who shall represent the Union. The Committee shall elect a Chairperson and a Secretary. When a Company member is a Chairperson, a Union member shall be Secretary, and vice versa. The Committee shall meet as **frequently as needed**, or on call of the Chairperson, Secretary or any two (2) members of the Training Committee.

It is required, that the training committee develops a process for when there is a tied vote, how to appoint new members and a process of which members may be removed from the committee. In addition, to outlining the tasks and administrative processes for those who may be in a function of a Chair and Secretary positions within the committee. In the event, there is a situation the arises that is not defined within their process the committee will meet with the Labor Relations Manager and UAW Chairperson to review and decide on a mutual solution.

The Union shall appoint three (3) journeymen, one from each skill group (Mech., Elect. and Layout) to serve in this capacity. Such appointees will be paid their regular rate of pay for hours worked on the Training Committee.

It shall be the duty of the Committee to:

(1) See that prospective apprentices are interviewed and impressed with the responsibilities they are about to accept, as well as the benefits they will receive.

(2) Accept or reject applications for apprenticeship after preliminary examination by the Human Resources Department. The acceptance or rejection of applications for apprenticeship shall be governed by the standards established herein.

(3) Place apprentices under agreement, in accordance with the provisions of this Agreement.

(4) Evaluate, investigate and determine credit for previous experience.

(5) Hear and mutually decide on all questions involving the apprentices, which relate to their apprenticeship.

(6) Establish procedures with the appropriate State and Education Agencies. The form, contents, and schedule of the course or courses of instruction to be provided. The Committee will also cooperate with the school authorities in coordinating the related classroom instruction with the apprentice's basic schedule of work experience.

(7) Offer constructive suggestions for improvement of training on the job.

(8) Certify the names of graduate apprentices. No certificates will be issued unless approved by the Committee.

(9) Approve the minutes of committee meetings as provided by the Secretary.

(10) Be responsible for the successful operation of the apprenticeship standards in the plant and the successful completion of the apprenticeship by the apprentices under these standards. The parties mutually agree that the decisions of the Training Committee are final and not subject to the Grievance Procedure.

Article 14 Coordinator of Apprentices

Apprentices shall be under the general direction of the Training Committee and under the immediate direction of the Supervisor of the department while working with a journeyman whom assigned. The Apprentice Coordinator is authorized to move apprentices from one shift and department to another in accordance with

the predetermined schedule of work training. No apprentice may be retained on a scheduled work process for the period longer than the time scheduled for such work process unless permission is granted in writing by the Committee.

The Training Committee, or an individual charged with this responsibility, in consultation with the Training Committee, shall prepare adequate record forms to be filled in by the Supervisor under whom the apprentices receive instruction and experience. Supervisors shall make a report at least every thirty (30) days to the Apprentice Coordinator on the work and progress of the apprentices under their supervision. These reports shall be submitted to the Joint Committee for its approval or disapproval.

If the Apprentice Coordinator finds that an apprentice shows a lack of interest or does not have the ability to become a competent Journeyman, the Coordinator shall place all the facts in the case before the Committee for their considerations.

Under these circumstances an apprentice may be permitted to continue in probationary status, required to repeat a specified process or series of processes or their agreement may be terminated.

Article 15 Consultants

The Committee may request interested agencies or organizations to designate a representative to serve as consultant(s) to the Committee. Consultants will be asked to participate without vote in conferences on special problems related to apprentice training, which affect the agencies they represent. This provision shall not be construed to compel any changes in these standards.

Should any dispute arise which cannot be satisfactorily settled within the committee, either party may ask the Registration Agency to consider the matter.

Article 16 Apprenticeship Agreement

Apprenticeship Agreements entered into under these Apprenticeship Standards shall contain a clause making the Standards part of the Agreement with the same effect as if expressly written therein. For this reason, each applicant (and their parent or guardian if

a minor) shall be given an opportunity to read the Standards before signing their Apprenticeship Agreement.

The following shall receive copies of the Apprenticeship Agreement:

1. The Apprentice
2. The Company
3. The Training Committee
4. The Registration Agencies
5. The Local Union
6. The Veterans Administration

Article 17 Certificate of Completion of Apprenticeship

Upon completion of the apprenticeship under these Apprenticeship Standards, the Training Committee will require that a certificate signifying completion of the Apprenticeship be issued by the Bureau of Apprenticeship and Training, U.S. Department of Labor, or by any State Apprenticeship Agency, unless otherwise approved by the Training Committee.

Upon receiving the Certificate, the Chairperson and Secretary of the Training Committee will sign the Certificate before issuing it to the graduate.

Article 18 Approval and Modification of Standards

These Apprenticeship Standards may be amended or new schedules added at any time upon mutual agreement of the Company and the Union (Bargaining Committee). Such changes or amendments to these Standards will be submitted to the International Skilled Trades Department of the UAW and to the appropriate Registration Agencies for approval before becoming effective.

Article 19 Health and Safety Training

The employer shall instruct the apprentice in safe and healthful work practices and shall insure that the apprentice is trained in facilities and other environments that are in compliance with either the Occupational Safety and Health Standards promulgated by the Secretary of Labor under applicable Public Law or State Standards that have been found to be at least as effective as the Federal Standards.

Article 20 Registration and De-registration

The registration of these Standards of Apprenticeship by the Registration Agency certifies that the Standards conform to the Labor Standards, which the U.S. Department of Labor believes are necessary to safeguard the welfare of apprentices in our industry.

The Labor Department's General Labor Standards for Apprenticeship Programs as set forth in Title 29 of the Code of Federal Regulations.

This program may be deregistered upon the voluntary action of the sponsor, by the sponsor's request for cancellation of the registration. The program may also be deregistered, for reasonable cause, by the Registration Agency when the Agency institutes formal deregistration proceedings in accordance with provisions of applicable Code of Federal Regulations.

Upon de-registration or voluntary cancellation of the program, the sponsor will inform each apprentice, within 15 days, of the de-registration or cancellation and the effort of such action. This notification will conform to the requirements of applicable Code of Federal Regulations.

Article 21 Complaint Procedure

The Committee shall supply written notice of the Complaint Procedure Title 29 of Code of Federal Regulations Part 30 as amended to all applicants for apprenticeship and all apprentices.

Filing:

(1) Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to his/her or her selection have not been followed in the operation of an apprenticeship program may, personally or through an authorized representative, file a complaint with the Department or, at the apprentice's or applicant's election, with a private review body established pursuant to subparagraph (3) of this paragraph. The complaint shall be in writing and shall be signed by the complainant. It must include the name, address, telephone number of the person allegedly discriminated against, the program sponsor involved and a brief description of the circumstances of the failure to apply the equal opportunity standards provided for in this part.

(2) The complaint must be filed not later than 180 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards and, in the case of complaints filed directly with review bodies designated by program sponsors to review such complaints, any referral of such complaint by the complainant to the Department must occur within the time limitation stated above or thirty (30) days from the final decision of such review body, whichever is later. The time may be extended by the Department for good cause shown.

(3) Sponsors are encouraged to establish fair, speedy, and effective procedures for a review body to consider complaints of failure to follow the equal opportunity standards. A private review body established by the program sponsor for this purpose should number three or more responsible persons from the community among those serving in this capacity without compensation. Members of the review body should not be directly associated with the administration of an apprenticeship program. Sponsors may join together in establishing a review body to serve the needs of programs within the community.

Processing of Complaints

1. (a) When the sponsor has designated a review body for reviewing complaints, the Department, unless the complaint had indicated otherwise or unless the Department has determined that the review body will not effectively enforce the equal opportunity standards, shall upon receiving a complaint, refer it to the review body.

(b) The Department shall, within thirty (30) days following the referral of a complaint to the review body, obtain reports from the complainant and the review body as to the disposition of the complaint. If the complaint has been satisfactorily adjusted and there is no indication of failure to apply equal opportunity standards, the case shall be closed and the parties appropriately informed.

(c) When a complaint has not been resolved by the review body within ninety (90) days, or where, despite satisfactorily resolution of the particular complaint by the review body, there is evidence that equal opportunity practices of the apprenticeship program are not in accordance with this part, the Department may conduct such compliance review as found necessary and will take all necessary steps to resolve the complaint.

(2) Where no review body exists, the Department may conduct such compliance review as found necessary in order to determine the facts of the complaints and obtain such other information relating to compliance with these regulations as the circumstances warrant.

(3) Sponsors shall provide written notice of the above complaint procedure to all applicants for apprenticeship and all apprentices.

Adjustments in Schedule for Compliance Review or Complaint Processing

If, in the judgment of the Council, a particular situation warrants and requires special processing and either expedited or extended determination, it shall take on steps necessary to permit such determination if it finds that no person or party affected by such determination will be prejudiced by such special processing.

SECTION 103

(a) Within the Facilities Maintenance Department, overtime will be equalized among the skilled trades' employees by occupation and shift.

(1) Electrical **Journeymen** occupation, for the purpose of scheduling overtime assignments, shall be comprised of **Electrical** Journeyman.

(2) Electrical Apprentice occupation, for the purpose of scheduling overtime assignments, shall be comprised of Electrical Apprentices.

(3) **Millwright Journeymen** occupation, for the purpose of scheduling overtime assignments, shall be comprised of **Millwright** Journeyman.

(4) Millwright Apprentice occupation, for the purpose of scheduling overtime assignments, shall be comprised of Millwright Apprentices.

(5) Layout Machinist **Journeymen** occupation, for the purpose of scheduling overtime assignments, shall be comprised of Layout Machinist Journeyman.

(6) Layout Machinist Apprentice occupation, for the purpose of scheduling overtime assignments, shall be comprised of Layout Machinist Apprentice.

(7) Tool Fixture Welder **Journeyman** occupation, for the purpose of scheduling overtime assignments, shall be comprised of T**ool Fixture Welder** Journeyman.

(8) Tool fixture Welder Apprentice occupation, for the purpose of scheduling overtime assignments, shall be comprised of Tool Fixture Welder Apprentices.

(b) Chargeable Hours:

All hours of overtime offered shall be charged as time worked, whether the employee accepts or refuses the overtime. These hours shall be charged towards the accumulated hours at year-end. Overtime records will be maintained on a continuous basis. On the first Monday in December of each year, the employee in each classification by shift who is the lowest in accumulated overtime hours will be adjusted to reflect zero (0) hours on the chart. All other employees with the same or higher hours than the employee lowest in hours will be adjusted accordingly. In the administration of this paragraph, employees who on the first Monday in December of each year have been charged with an accumulated number of hours less than the employee who is highest in hours will be paid for all hours of difference minus twenty-eight (28).

Example:

Employee A – 100
Employee B - 75=25 difference Pay 0 Employee C - 50=50 difference Pay 22 hrs. Employee D - 25=75 difference Pay 47 hrs.

(c) Overtime: Employees who are on a scheduled forty (40) hours of vacation will not be eligible for overtime during that week until their return to work.

Exception to this rule shall occur under the following conditions:

If the employee is first on the overtime list for Early Start on the Monday for which the employee will return to work or the employee is in line for Early Start on the Monday for which the employee will return to work where more than one employee is scheduled, a phone call shall be made to offer the employee the Early Start.

If an employee is on prior approved absence or "called in" sick for Thursday or Friday when overtime is scheduled for Saturday or Sunday and the employee is "in line" to work, the Facilities Department will make a reasonable effort to contact the employee by phone to offer the overtime.

Early Start: Any early start shall be offered to the first employee on the overtime list and continuing with the list rotation until the overtime requirement is satisfied.

Overtime hours shall be recalculated and charged at the conclusion of each week for the upcoming week, including Mondays that are holidays. The exception to this application is for required "skills" that may be necessary.

Apprentice Employees: The previous application that no Apprentice employee is permitted to work alone has been mutually agreed upon to be rescinded. Apprentice employees shall be permitted to work alone; however, necessary skills may be a determining factor for the overtime. The need for a necessary skill will be first discussed (if possible) with the Committeeperson.

(d) Recognizing the need for flexibility and efficiency in the scheduling of skilled trades overtime work

assignments, when there is overtime to be worked, it will be equalized by classifications and shift. Employees with the least number of hours will be given first consideration to overtime in their respective classification. Special circumstances such as unique skills, job knowledge, etc., may require deviations. This method of offering overtime employs the low Monday low all week concept.

(e) Overtime records will be maintained for each classification by shift and they will be available for review by the Committeeperson.

(f) Except as modified herein, the provisions of Article 13 of the Macungie Local Agreement will apply to skilled trades employees.

(g) Employees who transfer shift to shift or otherwise leave a group for thirty (30) days or more will enter the group at average hours.

(h) New employees entering skilled trades will begin their overtime with the highest hours for the group they enter.

SECTION 104

All provisions of the Master and Local Shop Agreement presently in effect which are not superseded by this Skilled Trades Agreement shall apply.

SECTION 105

Parties mutually agree that the Millwright Classification may assist with snow removal as a backup and/or emergency basis and in such instances can utilize any available equipment.

Addendum No. 1

During the course of these negotiations, the parties agreed to continue specific practices performed by employees in the Facilities Maintenance Department. These assignments are listed below:

(a) All spray booths and stacks will be cleaned, filters replaced and repaired, when necessary by the Facilities group. When the assigned work is completed, both the employee and the Supervisor shall inspect the work performed and, if satisfactory, both the employee and the Supervisor shall sign the inspection form.

(b) **The parties will discuss the responsibilities of a Millwright II Journeymen who become certified for Crane/Hoist inspection**.

(c) Industrial truck repair for equipment assigned to the Macungie Plant. This work, however, excludes 1) State inspections, 2) Front-end alignments and 3) Major body work and painting.

(d) Electrical repair and maintenance of welding machines.

(e) Fixture building as historically assigned will be performed by the Layout Machinist classification.

(f) Pinning of conveyor lines will be done by the appropriate skilled trades classification with the exception of work connected with cleaning spray booths. (For purposes of clarification, Production Techs, Production Flex, etc. on the Cab & Sleeper Lines are allowed to pin and unpin on those conveyor lines provided the pin is not jammed or broken, which requires the appropriate skilled trades classification to remove or repair. On the Chassis Lines, the appropriate skilled trades classification will pin and unpin the chassis buggies/dollies. In the Paint Spray booths, the Production Techs, Production Flex, etc. are allowed to pin and unpin prior to the actual spray booth and oven area. Moves required in the actual spray booth and oven areas will be performed by the appropriate skilled trades classification in regards to pinning or removing and repairing pins.

(g) Clean-up of spills in excess of five (5) gallons will be done by the appropriate skilled trades classification. (Note: All classifications to be given training with hazardous materials and liquids.)

(h) All projects will be considered block of work, i.e., Spur Line Area Repaint – prepped, cleaned and painted – done by the appropriate skilled trades classification.

SECTION 106 Skilled Trades Scheduled Overtime Procedure

1. **Skilled Trades classifications will be scheduled no more than four hours daily per week eight hours Saturday, with a total of no more than 20 overtime hours per week when it is determined necessary to support plant production, work on required maintenance projects, or in an effort to preserve the integrity of the unit and reduce outside contracting.**

2. **In the event of scheduled overtime or in cases where employees are needed to support operations, such as emergency situations or other plant "operational needs," a canvass will be conducted to obtain the necessary employees from the skilled trades classifications. If the canvass does not yield the required personnel, employees in the required classifications will be identified to work the overtime in inverse seniority order, no more than 50% of employees in a classification shall be required to work.**

3. **Scheduling of employees in inverse seniority order shall be done by department, classification, and shift on a rotation basis. No employee shall be scheduled to work in inverse seniority order two times in a row, or no more than two Saturdays per month. Employees who request and are granted permission to be excused from scheduled overtime will be required to make up their turn in the next scheduled overtime opportunity.**

    a. **In the application of subsection "3" above, a list will be established in inverse seniority order. Employees transferring into a skilled trades classification and shift subsequent to the establishment of the initial list will be placed at the bottom of the list.**

4. **The parties will work cooperatively together prior to the overtime to determine the hours to be worked on any given weekend or holiday to avoid misunderstandings, pay shortages, or failures to schedule the proper trades for work.**

5. **Employees will be notified as far in advance as possible but in not event less than one week in advance for Saturday overtime (prior to end of shift on previous Friday). Unless mutual agreed otherwise, the above classifications will not be scheduled on a more frequent basis than two consecutive Saturdays on and one Saturday off.**

ARTICLE 35 – Medical Placement/Transitional

SECTION 107

(a) Employees who have been determined by the **Mack Wellness Center** to be unable to perform the work of their regular job, as a result of a work related or non- work-related illness or injury, may either be medically placed in a job that they are able to perform all functions or assigned to transitional work through the application of the following procedures:

1. Based upon a review of the employee's medical condition, the **Mack Wellness Center** will determine work restrictions and refer the employee to the Medical

Placement Committee for appropriate placement. The Company physician will abide by the employee's treating physician's restrictions upon the employee's initial return to work until **the Medical Placement Committee reviews their restrictions and the employee is capable of performing their own job, they then shall be returned to that job, seniority permitting.**

2. The Facility Medical Placement Committee, consisting of a representative of the Medical Department, Human Resources Department, and a designated Union Representative, will review the individual case and will assign the employee work, within their medical restrictions, in the following sequence:

   (a) Assigned to an open and available job in their Department, Area, Classification and Shift that the employee is able to perform all the functions of that job within their medical restrictions.

   (b) If there is no job within their medical restriction under (a), then they will be assigned to an open and available job anywhere in the facility that the employee is able to perform all the functions of that job within their medical restrictions.

   (c) If there is no job within their medical restriction in the facility, then they will be assigned to transitional work for: A maximum period of ninety (90) cumulative workdays per injury or medical condition workdays unless placed in an open and available job that the employee is capable of performing

   (d) This placement from 2 (a) & (b) above will take precedence over the placement of a Flex Technician replacement. Once an employee is medically able to return to their normal position within twelve (12) months of original leave, the parties recognize there may be instances where the limit of twelve months may be extended for extenuating circumstances, the parties may meet and discuss extending the twelve (12) month protection period by mutual agreement. A Flex Technician placement can be placed into the position previously occupied by a medical placement until the employee is able to return to their position, or if the employee is unable to return, the Flex Tech can stay in the position until the position is filled through the Article 8 Sec 19(a) process.

Section 108

(a) In the event an employee cannot be placed within their medical restrictions under any of the above, they shall remain on or go out under the appropriate benefit coverage. The appropriate Committeeperson will be notified.

(b) An employee's medical restrictions will be reviewed regularly with the objective of returning the employee to their own job. When an employee has successfully recovered in the judgment of the **Mack Wellness Center** to be capable of performing their own job, they shall be returned to that job, seniority permitting.

1. Clarification of terms used in this provision:

   (a) Seniority - for placement in the transitional work program, an employee must have sufficient seniority to be at work in the facility, or lacking seniority, be at work pursuant to Article 10, Section 23 (g) of the Master Agreement.

   (b) Open and Available – Any temporary opening, such as one due to vacation or illness, or any permanent opening which is available after all home spot employees have been returned and the job has been posted with no successful bidders. The one-time internal canvass will be applied within the

Supervisor's area before placing a medically- restricted employee on the job. **A job may remain open temporarily for up to twelve (12) months which can then be extended by mutual agreement.**

(c) Transitional Work - Any non-traditional work or part-time traditional work which is within the employees' medical restriction.

(d) Traditional Work - May consist of all or any portion of a bargaining unit work function which is within the employees' medical restriction.

2. After review of the evaluation and recommendations of the Medical Restriction Sub-committee, the following procedural points related to the placement of medically restricted employees were agreed to on Wednesday, October 16, 1996. While agreeing to make changes to the current medical restriction placement procedure, both parties recognize that making these changes may have an impact on the Macungie Operation's benefits (social) costs, sick leave absenteeism rates, as well as compliance with the Americans with Disabilities Act. Considering this recognition, both parties agree to meet and review the impact of the revised procedures:

(a) Return to Home spot: An employee who has medical restrictions will be returned to their home spot provided that the anticipated duration of the opening is for a period of 8 calendar days or longer and provided that the job the employee is transferring to is within the employee's medical restrictions. Such transfer must be reviewed and approved by the Medical Placement Committee.

(b) Bidding and Bumping: An employee with medical restrictions will be permitted to bid or bump permanently into any classification provided that the job the employee is transferring to is within the employee's medical restrictions. The employee must be able to perform all functions of the job without modification. Such bid or bump must be reviewed and approved by the Medical Placement Committee. The appropriate Committeeperson will be notified by the Medical Placement Committee prior to actual placement on the job by the medically restricted employee.

(c) Pre-placement: Until an employee with medical restrictions is placed on a job within his/her medical restrictions, he/she may be placed for up to one (1) full day on an opening to replace an absent employee or in general maintenance. During the one-day placement, the employee must be able to do 100% of the functions for that job. This one (1) day assignment may be utilized between temporary assignments (e.g., vacation replacements or sick leave replacements).

(d) Overtime: Medically restricted employees will be eligible for overtime in their classification if and only if the work being performed complies with said employee's medical restrictions. However, working overtime out of the employee's current classification must be reviewed and approved in advance by the Medical Placement Committee. It is understood that the Medical Placement Committee will meet as soon as practical to review the overtime work. Employees who are on transitional work are not eligible to work overtime.

IN WITNESS whereof, the Parties have executed this MACUNGIE OPERATIONS SUPPLEMENTAL AGREEMENT the 16th day of November, 2023.

FOR LOCAL 677

Kevin Fronheiser
Region 9 Representative

Scott Wolf
President

Marc Trezza
Shop Chairperson

Dan Hand
Committeeperson

Michael Kalusky
Committeeperson

Rusty Jones
Committeeperson

FOR THE COMPANY

Timothy Newman
Director of Human Resources

Letter #1

Reissued: November 16, 2023
(Original date 2/20/78)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, Pennsylvania 18103

Re: Temporary Layoff Interpretation
Article 7, Section 11

Dear Mr. Wolf:

After several discussions and meetings between the Company and the Union, the following has been agreed to when applying the contract language on Temporary Layoffs:

1. When an area is affected by a temporary layoff, it will be management's decision as to which shift would be affected by the layoff. This temporary layoff would be based on department, shift and classification.

2. Once a temporary layoff request has been signed, it will be valid on any job that the employee might transfer to, and it is not restricted solely to the job the employee was on at the time he/she completed the temporary layoff request form.

3. It is possible for a temporary layoff to exist at the same time the Division is involved in a general layoff.

4. When employees exercise their seniority under Article 9 and they are on temporary layoff, they will not be moved until the first Monday after their return to work; if the employees return to work on Monday, they will be moved to the appropriate shift that day.

5. If any employee is out on temporary layoff and is in the group on a temporary basis, and the temporary condition no longer exists due to the return of the employee they were replacing, that employee would be recalled from the temporary layoff and will exercise their seniority in accordance with the Contract. The employee that returns will then be subject to the conditions of this temporary layoff.

6. Any employee not at work for any reason other than disciplinary suspension will be allowed to sign up only on the first day that the employee returns to work.

7. If a person is out on any type of absence, that employee will be permitted to change their election by letter, provided the letter is received prior to the date specified in the Contract.

8. Employees out on temporary layoff will not be permitted to bid.

9. In any classification, department and shift where there is a temporary layoff, and should an employee wish to bump into that area, that employee will be permitted to bump providing that employee has seniority over one of the employees presently working. It is understood that the employee bumping into the area will not be placed in temporary layoff regardless of whether or not that employee elected temporary layoff, but will displace the least senior employee working.

10. The employee being displaced under Item #9 above will then be placed on temporary layoff providing that employee has seniority over another employee on temporary layoff. If the employee being bumped under #9 does not have seniority over another employee on temporary layoff, that employee bumped will then exercise their seniority in accordance with the Contract.

11. The least senior employee on temporary layoff will be the employee to return when affected by #10 above and will exercise their seniority in accordance with the Contract.

12. The liability of the Company with respect to #11 above will be limited to that presently incurred by the recall of an employee on any layoff.

13. The Company and Union will meet in order to resolve any problems that occur in connection with temporary layoff.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #2

Reissued: November 16, 2023
(Original date 10/29/82)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, Pennsylvania 18103
Dear Mr. Wolf:
Re: Standing Committees (U.A.W. 677)

In the 1984 contract negotiations, the Company and the Union discussed the release of employees for union business on "Standing Committees". The Company agreed to continue the present practices in relation to these releases within the Macungie Operations. The Union agreed to give timely notice, by telephone or letter, in requesting the release.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #3

Reissued: November 16, 2023
Revised: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf, President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, Pennsylvania 18103
Dear Mr. Wolf:

Re: Work Content Assigned to the Macungie Operations

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

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

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

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

1. **In the event a new location is established to move a Class 8 Truck assembled at LVO Operations Mack will follow the Mack transfer/bid provisions for existing LVO job classifications, covered by the Mack Master Agreement and the Macungie Supplemental Agreement as may be necessary at the new facility. The Company and union will meet to discuss whether transferring or bidding shall be used, based on the proximity of the facility.**

2. **In the event a new Class 8 Truck facility is established that does not trigger the transfer/bid rights in the preceding paragraph (e.g. new Class 8 Truck product that was never introduced to Macungie) Mack will advise the Union and allow**

LVO bargaining unit members to apply for positions in the new location, and such application shall not be unreasonable denied.

3. **Employees hired for any existing LVO job classifications, covered by the Macungie Supplemental Agreement positions at the new facility, will receive at least the GWI, and benefits as provided in the current Mack Master Agreement in place at that time.**

4. **The Parties agree to adopt a neutral position, regarding organizing at the new facility, with respect to each other. The Company recognizes that the Union will engage in advocacy in pitching the benefits of joining the Union. The Company agrees to inform the employees at the new facility that it is completely neutral regarding the issue of representation by the Union. The Company will provide the Union with access to employees at the new facility in non-work areas during non-work times. When legally appropriate, the Company will voluntarily recognize the Union at the new facility, following a card check. Upon recognition of the Union the Parties will promptly commence bargaining for a collective bargaining.**

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

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

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #4

Reissued: November 16, 2023
(Original date 11/4/92)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103
Re: Foot Protection

Dear Mr. Wolf:

Management will examine the current wall-to-wall foot protection requirements at the Macungie Assembly Plant. The results of this effort will be reviewed by, and input requested from, the Local Union.

In areas of the Macungie Assembly Plant where safety considerations require employees to wear foot protection, Management will abide by the provisions of Article 21, Sections 74 (a) and (d) of the Master Agreement dated October 2, 2001.

Individual difficulties associated with personal protective equipment may be raised directly with the Health and Safety Supervisor or this office for evaluation and correction.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #5

Reissued: November 16, 2023
(Original date 11/4/92)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Additional Relief Time

Dear Mr. Wolf:

During the 1992 Macungie Local Shop negotiations, the parties discussed the Union's concern for additional relief time. The parties have agreed to delete the five minute wash up time and add eight minutes to the personal relief time, thereby providing thirteen minutes to be used to extend the lunch period from seventeen minutes to thirty minutes for those affected employees. The parties further agreed that the miscellaneous allowance outlined in Article 18, Section 65 of the Local Supplemental Agreement would be reduced from five percent (5%) to two and one-half percent (2 1/2%).

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #6

Reissued: November 16, 2023
(Original date 11/4/92)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Production Standards

Dear Mr. Wolf

During these negotiations, the parties discussed several matters relating to Production Standards. Management expressed interest in removing Letter #91-6, "Cycle Time" under Production Standards. The Union voiced its concern about attempts to make up production down time, accumulated or otherwise, and further, expressed an interest in achieving an understanding that provides an alternative to Letter #91-6.

As a result, Management affirmed its commitment to not use standard unit starting positions or variable starting positions for the purpose of compensating for units which may be lost due to down time or the "formula" by which placements are currently developed to make up or increase scheduled production to compensate for units which may be lost due to downtime.

This subject will be reviewed with line Management to further ensure its understanding.
Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #7

Reissued: November 16, 2023
(Original date 11/4/92)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Elimination of Steward Districts

Dear Mr. Wolf:

In resolution of one of the most difficult issues before the parties in these 1992 Local Supplemental Agreement negotiations, the following was agreed to:

All present steward districts will continue to function in the same businesslike manner as they have in the past until they serve out their current terms of office through July 1, 1995 at which time steward districts will be eliminated. During this transitional period, language from the 1987 Agreement governing stewards will continue until the July 1, 1995 date.

The number of full time Committeeperson positions is based upon the specific history of the Macungie Local and will not be cited by either party for any reason in any other Local, unit or location.

It is recognized that these modifications of our representation provisions will help move Mack toward being more equally competitive with the industry, thereby aiding in Macks' drive for profitability and the accompanying job security which we all desire.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #8

Reissued: November 16, 2023
(Original date 9/12/94)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Problem Resolution

Dear Mr. Wolf:

The Company and Union agree that the most effective approach to problem resolution in the workplace is to have problems resolved at the point of origin. An issue that has long inhibited first line supervisors and UAW representatives from resolving problems as they occur in their respective areas is the concern of establishing a "practice." In order to eliminate this concern and foster an improved problem solving atmosphere, the parties agree that:

- Supervisors and the appropriate Union representatives working with them should openly discuss problems as they surface.
- The parties should resolve the issue in a manner that is mutually acceptable to them based on the work factors that exist at that time.
- The agreed upon solution shall not establish a practice or precedent for handling future occurrences of the same problem.
- If the same problem should reoccur, discussions will again take place for the best possible solution.
- If the parties agree to establish a practice, it shall be set forth in writing and signed by the Chairperson, Local 677 and the Human Resources Manager - Macungie.
- The Company and Union believe that by reaching this agreement, the effectiveness of problem solving at the first line level will be substantially enhanced, resulting in a more positive day-to-day working relationship.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #9

Reissued: November 16, 2023
(Original date 3/14/94)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Scheduled Overtime - Short-Term Volume Increases

Dear Mr. Wolf:

During the past several months, the Company and Union have had numerous discussions concerning the utilization of scheduled overtime as provided for in Article 13, Section 36 of the Macungie Local Supplemental Agreement.

The parties have had an honest disagreement over what short term volume increases means as stated in Section 36 (4) of the language. In order to clarify this issue and avoid any future misunderstanding concerning the use of scheduled overtime, the following is agreed to:

* The eighty (80) hours of scheduled overtime cannot be used at the sole discretion of the Company for normal production requirements but used only for short term volume increase.

* While benefit costs associated with the recall of employees will be considered in making business decisions, they will not be used as a reason for working scheduled overtime.

* As rates change and scheduled overtime may be required, informational meetings will be held to review the data with the union.

* Scheduled overtime will be worked consistent with the provisions of the contract when:

  - Order intake increases above the average order intake requiring the build rate to be increased, and

  - The increase is based upon a need to meet customer delivery dates, and

- Where the orders require a reactionary response from Mack Trucks which means the delivery of the trucks requires they be built and delivered within up to a consecutive three (3) month time period immediately following normal processing time requirements, i.e. engineering and material lead times, and

- Where failure to meet the customer delivery dates could result in the customer not placing the order with Mack Trucks, and

- The overtime can be scheduled during a period lasting not more than three (3) consecutive months at a time, and

- The overtime is needed to prevent disruption in the plant associated with a short term (in this case, three (3) consecutive months or less) recall of employees.

If during the period of scheduled overtime the projected rate changes, scheduled overtime will be affected according to the examples on record as per the original short-term volume increase/scheduled overtime letter dated March 14, 1994.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #10

Reissued: November 16, 2023
Revised: November 16, 2023
(Original date 10/10/96)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Macungie Customer Adaptation Center

Dear Mr. Wolf:

Regarding the Customer Adaptation Centers (CAC) at both the Macungie Operations and Allentown Mack **Experience** Center (MEC), the Company and the Union discussed the importance of both centers to the future of the operation and the Macungie employees. The CAC represents a substantial investment in not only physical plant facilities, but also Macungie employees who will benefit from additional job opportunities and training. This is an opportunity for the Macungie Operations to go into a new line of business, increase new vehicle orders, and in doing so, provide additional job security. However, this new opportunity requires flexibility and competitiveness in operations. With this thought in mind, the Company and the Union have agreed to the following points of understanding for the operation of this new business venture:

- The CAC will be staffed with 2 job classifications: CAC Technician and Combination Welder/CAC Technician. The CAC Technician will assist production line Technicians in the installation of certain CAC options or may install specific unique options not in the production manning sheets. All delivery and stocking of areas/bins will be done by Material Technicians. The Combination Welder/CAC Technician will be a certified welder and will perform welding operations as required by the customer options. It is understood that only Material Technicians and certain skilled tradesmen can operate forklifts in the Macungie facility. However, some circumstances may dictate movement of stock or parts directly related to the CAC as currently performed by Engineering and Plant Layout.

- These jobs will be posted as per Article 8. Depending upon the estimated demand for CAC services at the time of the job posting, the Company will post for and train additional employees. The need to fill future vacation vacancies will be discussed with the Union as they arise. Due to the need for employees with strong mechanical skills, a minimum of 5 years of Mack experience in one or a combination of any of the following areas will be required: **Offline Technician**, repair positions on the assembly lines, or assembly on any of the assembly lines, or appropriate related and proven experience. Both parties will review each bid application and mutually agree to the bidder's qualifications. Additional training will be provided for future employees on an ongoing basis.

- Employees who work in the CAC will receive approximately 5-6 weeks of training in such areas as: Health and safety, demerit audits, electrical operations, blueprint reading, Commercial Drivers License (CDL), Pre-Delivery Inspection (PDI), as well as team building skills. Since a CDL will be required, the Company will pay for the costs for CAC homespot employees associated with obtaining a CDL and its renewal. CAC Technicians will be subject to all Federal, state, and local regulations, including mandated alcohol and drug testing. Welding certification training will be provided to the Combination Welder/CAC Technician.

- Employees will be provided with the necessary tools.

- Layout work to be performed by the CAC Technicians will include frame layout. Any fabrication or modification type layout work will be done by the skilled trades. Work other than frame layout will be discussed between the parties and mutually agreed to.

- All provisions of the Master and Local Shop Agreement presently in effect which are not superseded by this agreement shall apply unless otherwise mutually agreed to between the Parties. The provisions of the agreements previously mentioned also apply to those bargaining unit employees assigned to work in the CAC at the MCC in Allentown.

- For openings or new positions at either Macungie or the MCC, employees will be canvassed by seniority by the Committeeperson. An employee accepting the canvass to either the Macungie or MCC CAC will work at that location. If an employee is required to go and work at the other CAC location during a workday in progress Management will provide the transportation to and back from the location. If an employee is needed for a full day or more to work at the other CAC location, they will report at that location for their respective shift to perform the work required. Movement of employees will be the result of development needs, training advisory capacity/expertise or workload. Prior to movement, Management will have a discussion and advise the Committeeperson of the move and the reasons behind the move. If the Union has concerns in regards to movement, the Chairman of the Shop Committee will contact the HR Director to resolve the issue.

The intent of this agreement is not to rearrange the work responsibilities of the existing classifications but to allow additional work to be insourced in a cost-efficient manner. Any work responsibilities not included in this written agreement will be discussed for mutual agreement prior to implementation.

Sincerely,

-

Angela Pursell
Manager, Labor Relations

Letter #11

Reissued: November 16, 2023
(Original date 5/6/95)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Daily Absenteeism Replacement Procedure for Production Technician Layout

Dear Mr. Wolf:

The Company and the Union discussed the concerns of the parties regarding the Production Technician Layout classification. The following procedure is agreed to for daily absenteeism replacement of a Production Technician Layout employee up to three (3) consecutive work days.

- The Company will post a temporary job bid for the purpose of attaining a list of employees interested in learning the required skills for the classification of Production Technician Layout.

- All bidders will be notified of the intent to utilize people from the list as replacements when required.

- As a result of the posting, the Company and the Union will agree to a reasonable number of people, a maximum of four (4), to train for the position.

- Employees will be selected for training in seniority order.

- The amount of training necessary will be determined by management as a guideline and adjusted accordingly based on the employee's ability.

- While the employees are in training, they will be replaced and returned to the regular position upon completion of the training.

- When a Production Technician Layout is needed, the employees on the list will be rotated starting with the most senior employee on the list.

- For the purpose of overtime, a supplemental overtime list will be established with the names of the daily absenteeism replacements for the Production Technician Layout

classification. When the regular Production Technician Layout employee refuses unscheduled overtime or is absent from work, this list will be utilized. An employee on this list who has been offered overtime in his/her regular job assignment and either refused or accepted work will not be canvassed in the Production Technician Layout classification. However, if no one from the supplemental overtime list is so available, the least senior employee on the list who has accepted overtime in his/her own classification will be required to work overtime in the Production Technician Layout classification. The overtime record will be marked accordingly and the next employee on the list will be canvassed. This supplemental overtime list will be used after all homespots have been canvassed. If the homespot employee accepts the overtime, he/she will return to his /her job classification and will remain in the same position on that overtime list.

- If this procedure is used when an employee is out of his/her homespot in the Production Technician Layout classification, the most senior homespot employee will be paid the difference in monies between his/her current classification and the Production Technician Layout classification.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #12

Reissued: November 16, 2023
(Original Date October 2, 2009)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Maintenance Alternate Shift

Dear Mr. Wolf:

The parties agree to meet and discuss the feasibility and implementation of an alternate shift schedule to address changing business needs and operational efficiencies.

Sincerely,
Angela Pursell
Manager, Labor Relations

Letter #13

Reissued: November 16, 2023
(Original date 7/22/96)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Facilities Department - Vacation Shutdown Manpower

Dear Mr. Wolf:

This letter is to confirm our conversation with **appropriate facilities manager** during which the Company committed to meet and review the Facilities Department vacation shutdown manpower needs.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #14

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103
Re: Buck Bonus Day

Dear Mr. Wolf:

Parties mutually recognize the need to evolve for the future. As part of that evolution, the Union and Company had discussions about the need for additional production time during Buck Week. Going forward the parties have agreed to the below process for what will now be called Buck Bonus Day.

The Monday after the Thanksgiving holiday will be a paid day off, which is referred to as a Buck Bonus Day within LVO Operations. LVO Operations will operate as normal for the remainder of the week.

The Buck Bonus Day is not a holiday. The Buck Bonus Day will not be paid out when an employee takes a full week vacation.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #15

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Working Trained Employees on Overtime

Dear Mr. Wolf:

During the 1998 Local contract negotiations, the parties discussed the concept of working employees on overtime out of line of rotation based on the required job knowledge for the overtime work. The parties agreed that the appropriate union representative would meet with management, evaluate the facts and make a decision based upon the business need presented. When an agreement is reached, the employee scheduled for the out-of-turn rotation will receive a miss on his/her next overtime turn. Such agreements will not result in any other employee(s) on the overtime list being compensated as a result of this agreement.

Sincerely,

Angela Pursell

Manager, Labor Relations

Letter #16

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Dyno Tech - Special Overtime List

Dear Mr. Wolf:

During the course of the 1998 Local Labor Negotiations, the Company and the Union agreed to create a special rotational overtime list as follows, for those employees in the **Offline** Department who perform the dyno function:

- This list shall be made up of the current employees who perform the dyno function plus additional trained employees and will be utilized whenever it is necessary to work overtime in the dyno function.

- These additional trained employees will be determined by an internal **Offline** Department canvass with all interested employees receiving the training.

- An employee who works overtime from this special rotational overtime list will receive a miss for his/her next turn on the regular **Offline** technician overtime list.

- If not enough employees on the special overtime list accept overtime, the least senior qualified employee(s) who accepted to work in the **Offline** Department will work the overtime in the dyno function.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #17

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Backup Training for the Material Technician in the Facilities Department

Dear Mr. Wolf:

The Maintenance Facilities Clerk classification will be compensated at a rate of one dollar over Material rate as of the effective date of this MOU.

Openings for the Maintenance/Facilities Clerk position will be posted plant wide and must meet the requirement described below. Winners of the bid will stay in the position a minimum period of two (2) years unless mutually agreed upon by Management and the UAW.

Pre-Screening & Panel Interview

Pre-Screening will be done for any Techs willing to enter the Position. This is to check if the Candidate possesses the knowledge and skills required for the position. Candidates have up to a two (2) week period to demonstrate their skill and ability and their interest in the job and will be utilized with no penalty for new bidders and they will return to their previous job. The required skills are as follows.

- **Must pass an interview with the Maintenance team including current Clerks and Maintenance Management in a similar manner as the Team Leader.**

- **Must demonstrate general skills and knowledge in the following areas:**
  - **EBD or superseding purchasing software/method.**
  - **Basic computer skills (Word, Outlook, Excel, Windows, mouse and typing, Teams, Skype, SharePoint, One Drive and any new identified programs in the future).**
  - **Forklift operation**
  - **Organization Skills**
  - **Self starter**
  - **Good communication skills**
  - **Basic accounting procedures (inventory, receipts, etc.)**
  - **Ability to work in an unsupervised atmosphere.**

The full requirements of the Maintenance/Facilities Clerk include the following:

- Order and receive parts using EBD or any superseding software/method and iMaint or any superseding CMMS system
- Basic computer skills (Word, Outlook, Excel, Windows, mouse and typing, Teams, Skype, SharePoint, One Drive)
- Forklift operation
- Organization Skills
- Self-starter
- Good communication skills
- Basic accounting procedures (inventory, receipts, etc.)
- Ability to work in an unsupervised atmosphere
- Receive emergency calls and notify the appropriate Maintenance member
- Create requisitions for purchases including yearly blanket requisitions.
- Furnish receipts/invoices for purchasing card purchases to the Peard holder on a daily basis.
- Call/email vendors for pricing and delivery
- Contact buyers, vendors and logistics/shipping companies for rush orders.
- Follow up on orders with vendors and logistics/shipping companies.
- Create RA's for all material being returned to vendors including credit memos for accounts payable.
- Perfmm receipts for accounts payable daily
- Maintain a purged exception repmi
- Maintain a perpetual inventory of parts.
- Create a reorder repo1i thru iMaint per the established schedule
- Send price inquiries to vendors/suppliers
- Order indirect material and services for the Macungie Facility
- Assist in ordering indirect material and services for external LVO locations
- Maintain cm1'ent training on EBD purchasing processes or its successor
- Deliver ordered items to the requestor
- Place parts in stock and update the inventory in the proper electronic system (iMaint, Excel, etc.)
- Maintain/assist with the inventory in the spare parts warehouses utilizing the first in/first out methodology
- Maintain requisitions files (old and new)
- Maintain an accurate inventory
- Assist in the processing of work orders and assign parts to work orders
- Assemble kits for PM work orders.
- Work directly with accounts payable and vendors to resolve invoicing issues that arise.
- Work directly with business control functions for proper accounting codes, processes and financial coding of requisitions.

Overtime

A separate rotational overtime list will be established with the names(s) of the current qualified Maintenance/Facilities Clerk employees. Employees will be placed on the list by seniority order. If all qualified employees refuse overtime, the backup employee overtime list will be utilized.

Backup employees will be on the overtime list for Maintenance/Facilities Clerk when filling in that day on the job.

Backup Training for the Maintenance/Facilities Clerk:

- **A list of up to 5 employees shall be established who will serve as backups to**

the qualified Maintenance/Facilities Clerk(s) when they are absent.

- **A general canvass by seniority in the LVO Material Tech Classification with the two most senior employees being awarded the backup positions.**

- **If sufficient employees are not obtained from the first shift Materials canvass, a second shift Material canvass will take place and then to third.**

- **The Union and Company agree to meet and discuss any other issues that may arise.**

- **An initial training period of 80 hours will be given to each of the 2 individuals. Training progress will be evaluated by the Maintenance team including the current qualified Clerks and Maintenance Management.**

- **Training progress will be evaluated at each 16 hour interval and if sufficient progress is not being made, the employee will be ineligible for the backup position.**

- **The list will be rotated so that each employee receives eight hours (1-8 hour shift) of training once a month. When a Maintenance/Facilities Clerk is absent, the Backup employees will backfill the opening on a rotating basis from the established list utilizing the Seniority method.**

- **A separate rotational overtime list will be established with the names of the Backup employees in seniority order.**

- **When overtime is refused by the current Maintenance/Facilities Clerk(s), the list for the Backup employees will be utilized. An employee on this list who refused overtime for their regular job assignment shall not accept to work overtime in the Maintenance/Facilities Clerk position.**

- **Any time an employee is assigned to the Maintenance/Facilities Clerk Classification the employee will receive the rate of pay of the classification from which he/she was assigned or the higher rate of pay.**

- **This includes assignments for the weekly training periods and daily absentee replacements.**

- **If there is not enough work to perform when an employee is temporarily assigned to the classification, the temporarily assigned employee will be returned to their regular job classification providing they are there for a minimum of four (4) hours, except when it is necessary to do receipts and purchase orders.**

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #18

Reissued: November 16, 2023
(Original Date October 2, 2009)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Professional Maintenance Team Leader Position

Dear Mr. Wolf:

During the 2023 Negotiations, the parties would like to introduce a new classification in the facilities department called a Professional Maintenance Team Leader Position. Coordinators will be placed in a separate classification within a department or area. No Team Leader can displace or be displaced by a Team Leader from another department. Team Leaders will be selected as follows:

- **First initial filling of position will be canvassed by Entry Date within the respective Departments/Classification/Shift.**

- **Followed by plant wide bids (by master seniority) will be posted for each position if there are no qualified candidates. Applicants based on plant wide seniority are interviewed using a joint union-management interview process. The joint selection team will include the Skilled Trades committeeperson and two Management representatives. Criteria to be considered in the selection of a coordinator:**

  a.) Attendance record
  b.) Knowledge of the jobs in the area
  c.) Knowledge of safety, quality, and performance in the area
  d.) People skills and communication ability
  e.) Computer Skills
  f.) Hold Journeyman status in the Team Leaders trade

The Team Leader, once selected, may opt out after one year with forty-five (45) Calendar days written notice to the Maintenance Manager.

Team Leader training: The Company understands competence development is a key competitiveness factor to achieve excellence. The evolution of processes and products requires a continuous skill development in order to create a highly competent workforce.

The key duties of the Team Leader are:

- **To embrace methodologies set by Mack and Volvo Production System**
- **Support effective continuous improvement efforts MPS tools**
- **Fill in as needed in order to secure daily performance to production schedules to ensure meeting customer expectations with quality, delivery and speed.**
- **Train and develop team members**
- **Duties and responsibilities could differ between departments e.g. Operations and facilities maintenance.**

- **Share various administrative tasks with management that may include attending meetings, customer contacts, maintain training records, KPIS, canvassing overtime etc.**
- **Supporting apprentice Committee**

Team Leaders may work overtime performing work exclusive to the Team Leader role as needed. Team Leaders may work overtime to supplement Journeyman if a full canvass of Journeyman has been completed for the day/time of overtime which is being worked.

Sincerely,
Angela Pursell
Manager, Labor Relations

Letter #19

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Sub-Contractor Coverage on Saturdays, Sundays, and Holidays and Contractor/Vendor Coverage Monday through Friday

Dear Mr. Wolf:

During the 1998 negotiations, the Company and the Union agreed to the following:
Sub-Contractor Coverage Saturday, Sunday, and Holidays
No Facilities sub-contractor will work in the Macungie plant on Saturdays, Sundays, or holidays without the presence of a ratio of employees from the Facilities skilled trades department. The ratio will be one (1) Mack employee for every two (2) sub-contracting employees. The employees scheduled to work will be in the classification of the type of work being performed by the sub-contractor, i.e., electrical or mechanical. It is understood that management will assign the employees work within their classification.

Contractor/Vendor Coverage Monday through Friday

Skilled trades employees will not be assigned to work with contractors/vendors Mondays through Fridays unless as a result of a sub-contracting meeting. Our employees will then perform portions of this project. In addition, coverage will be assigned when contractors/vendors perform warranty work that will provide educational benefit to skilled trades employees, e.g., lift trucks, hoists, and new machinery.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #20

Reissued: November 16, 2023
(Original Date October 2, 2009)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Millwright Journeyman Level II Position

Dear Mr. Wolf:

During the 2023 negotiations, the parties would like to introduce a new position within the Maintenance Department called the Journeyman Millwright Level II. The purpose of the Millwright Level II will be to train on and maintain more technically complex equipment within the Mechanical Maintenance department of Mack Trucks.

The level II Millwright must be willing to determine root causes, needed parts, materials, and to contact third party vendors when necessary. Level II Millwrights are also expected to espouse the tenants of professional maintenance and conduct continuous improvements on systems within the plant. Level II Millwrights will still be required to fulfill all the duties of a journeyman Millwright. Level II Millwrights, as well as journeyman Millwrights, are still required to train other Millwrights.

The parties mutually agree to meet and discuss the future Crane & Hoist training/certification opportunities and to determine which employee(s) may be considered for such training/certification.

Millwright Level II selection and removal

1. The Company will determine the quantity of employees required to work in the Millwright Level II classification based upon the needs of the department.

2. When an opening is identified, maintenance management will canvass the employees. The employees expressing interest will be considered to have volunteered for the position.

3. All employees that have volunteered for the level II position will be subject to the four (4) part qualification process as outlined in bullet# 4. The most senior employee(s) successfully completing all four (4) parts of the qualification process will be awarded the position.

4. The Four (4) Part Qualification Process will be comprised of the following:

- **Basic computer skills assessment**
- **Formal interview (conducted by Company and Union)**
- **Training demonstration**
- **Written test**

5 If a Millwright Level II is having an ongoing problem meeting the key criteria of the job an evaluation can be requested by the supervisor. Monthly reviews will occur where issues can be identified. Training and coaching will be implemented to address the issues identified. If it is determined that improvement has been insufficient, then management can return the employee to journeyman status. Once an employee has been removed from a Millwright Level II position, they will not be able to volunteer for a level II position without the agreement of management.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #21

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Clean Up of Small Spills

Dear Mr. Wolf:

In an attempt to promote safety, it is agreed that one 18-inch absorbent pad or wipes can be used by employees to clean up small spills on the shop floor.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #22

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Facilities Department - Rules for Overtime

Dear Mr. Wolf:

Overtime: Employees who are on a scheduled forty (40) hours of vacation will not be eligible for overtime during that week until their return to work.

Exception to this rule shall occur under the following conditions:

If the employee is first on the overtime list for Early Start on the Monday for which the employee will return to work or the employee is in line for Early Start on the Monday for which the employee will return to work where more than one employee is scheduled, a phone call shall be made to offer the employee the Early Start.

If an employee is on prior approved absence or "called in" sick for Thursday or Friday when overtime is scheduled for Saturday or Sunday and the employee is "in line" to work, the Facilities Department will make a reasonable effort to contact the employee by phone to offer the overtime.

Early Start: The "overtime week" shall be from 07:00 Monday until 06:59 the following Monday. Any early start shall be offered to the first employee on the overtime list and continuing with the list rotation until the overtime requirement is satisfied.

Overtime hours shall be recalculated and charged at the conclusion of each week for the upcoming week, including Mondays that are holidays. The exception to this application is for required "skills" that may be necessary.

Apprentice. Employees: The previous application that no Apprentice employee is permitted to work alone has been mutually agreed upon to be rescinded. Apprentice. employees shall be permitted to work alone, however, necessary skills may be a determining factor for the overtime. The need for a necessary skill will be first discussed (if possible) with the proper union representative.

The above understanding does not supersede letter of understanding 95-1.

Sincerely,

Angela Pursell

Manager, Labor Relations

Letter #23

Reissued: November 16, 2023
(Original date 7/20/98)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Representatives - Community Services, Insurance, and Pension

Dear Mr. Wolf:

The parties agree that the Local 677 President will appoint one (1) individual from any of the Local 677 locations to serve as community service representative, insurance representative and pension representative. The appointed representative will serve all Local 677 locations and will serve full-time in these capacities. The Company will not be responsible for any required overtime.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #24

Reissued: November 16, 2023
(Original date 10/2/04)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Overtime Breaks

Dear Mr. Wolf:

During the 2001 Local contract negotiations, the parties discussed the desire to clarify the breaks during overtime. The Company and the Union agree that during the overtime hours worked, either three (3) minutes for one-half hour or five (5) minutes for an hour will be accumulated to provide a break at a reasonable time during the overtime hours.

Sincerely,

Angela Pursell
Manager, Labor Relation

Letter #25

Reissued: November 16, 2023
(Original date June 1, 2009)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Second Shift Representation

Dear Mr. Wolf:

1. The parties agree that one (1) Committee person and one (1) Alternate Committeeperson per Article 3, Section 4(b) will be identified as per Article 3, Section 1, and will commence representation duties simultaneous to the start of training of the second shift personnel.

2. A second Committeeperson and Alternate will be provided with the start of a second chassis and cab line.

3. The maximum representation for full second shift production will be two (2) Committeepersons and two (2) Alternate Committeepersons.

4. Until elections are held for any second shift Committeeperson, the Company will provide forty (40) hours at the second shift rate to be used by any Committee person from Districts 1, 2 or 3. These hours would be used only for second shift representation and would be in addition to the respective Committeeperson's regular and overtime hours from the first shift. The Union will notify the Company as far in advance as possible as to which Committeeperson from Districts 1, 2 or 3 will be representing the second shift. The election for the second shift representatives will be held as soon as possible and in keeping with the Union's election policies and rules.

5. If production ceases on one truck line and one cab line, one (1) Committeeperson and one (1) Alternate Committeeperson will be released. The remaining second shift Committeeperson and alternate Committeeperson will remain until such time that there is no longer any assembly production personnel on second shift.

6. Districts 4, 5 and 6 will continue to represent their second shift constituents until such time that a second Committeeperson is elected.

Sincerely,

Angela
Pursell

Manager, Labor Relations

Letter #26

Reissued: November 16, 2023
(Original Date October 2, 2012)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Overtime Canvass Process

Dear Mr. Wolf:

During these negotiations Management and the Union talked about the continued costly issues with the overtime canvass process. To resolve this issue the Parties agreed that prior to a canvass the Business Team leader will contact the Committeeperson or the Alternate, in the Committeepersons absence, and they will mutually agree as to the starting point of the canvass and the order of employees to be canvassed. If the Committeeperson is consulted before the overtime canvass is conducted and concurs with the employees to be canvassed for overtime then if an error occurs there will be no liability. If this procedure is followed and an error occurs in the overtime canvass, the affected employee(s) will be the first to be offered overtime during the next overtime canvass. If an error occurs in the overtime canvass as a result of the Business Team Leader failing t consult or disregarding the Committeeperson's assistance, it will result in a monetary liability for the Company with the affected employee(s) being compensated for the duration of the missed overtime opportunity. Furthermore, it shall be the area Supervisor's responsibility to notify the Business Team Leader and the appropriate Committeeperson does not get back with the Business Team Leader there will be no liability and the affected employee(s) will be the first to be offered overtime during the next overtime canvass.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #27

Reissued: November 16, 2023
(Original Date October 2, 2012)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Lease and Rental Company Equipment Repairs and Preventative Maintenance.

Dear Mr. Wolf:

During the course of the 2012 Local Wage and Seniority Agreement negotiations the Parties had discussions concerning leased and rental equipment. It was agreed that rental and lease agreements include preventative maintenance and repair as part of the contracts. **The company will make every effort to ensure normal production is not interrupted.**

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #28

Reissued: November 16, 2023
(Original Date October 2, 2012)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103
Re: Torque Inspection

Dear Mr. Wolf:

During the 2012 LWSA negotiations there was a discussion between the Parties on how to resolve an issue that occurs when the torque inspector is not present at work which is a key quality position. The Parties agreed to post for two (2) back-up positions on each production shift to ensure that there will be a qualified employee capable of performing the role of torque inspector if that employee is not present at work. Those senior employees who indicated through the posting an interest to be backups will be trained in order to be qualified as a replacement. They will function in seniority order during the absence of the torque inspector. The Parties further agree to jointly set up a training program to ensure that there will always be at least two (2) qualified backups.

The posting for the torque inspector backup will be posted for five (5) work days beginning on a Wednesday and will be made available for bid only to those employees in Department 223 classified as Production Technician.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #29

Reissued: November 16, 2023
(Original Date October 2, 2009)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Maintenance Understanding

Dear Mr. Wolf:

During the course of the 2007 Negotiations, the Parties held discussions regarding the performance of skilled trades/ maintenance/ general maintenance work at Macungie and its impact on the Company's competitive position. To this end, the Parties have developed the following list. Work functions contained on this list shall not be subject to the provisions of Article 27, Section 78 of the Master Agreement. The Company shall inform the union in writing when work on this list is to be performed by an external party.

- All grounds/lawn maintenance including grass cutting and trimming, tree trimming/removal, landscaping, rut repair, seeding, fertilizing, etc.
- Offices, dispensary, gift shop, wellness center & guard house cleaning/trash removal/floor waxing
- Refurbishing/constructing restrooms etc. including any dry wall work
- Concrete cutting, forming, & pouring
- Outside fencing repairs/installations
- Building construction & demolition
- Repairs to the roof
- Window replacement
- All outside underground utility work (current practice continues for inside work)
- Major project work including but not limited to spray booth construction/installation, spray booth retrofit/modification, new crane system installation/retrofit, new sprinkler/fire suppression system installations – these projects should be considered blocks of work where the contractor is responsible for all aspects of the project so all liability falls on them (Main power, air & water hook-ups will be performed by BU)
- Any work requiring special government or regulatory permitting (examples include welding on pressure vessels or natural gas piping, installation of large storage tanks, tank cleaning) (excludes confined space entry permitting and hot work permitting)

- Blacktop repair/replacement (we do not consider this their work now)
- Concrete floor stripping/sealing (we do not consider this their work now)
- All excavating requiring equipment (we do not consider this their work now)
- Roof replacement (we do not consider this their work now)
- Installation/repair of electrical systems above 480 volts 60 amps
- Installations requiring certified installers
- **Painting/powder coating**
- **Floor patching, painting, and striping**
- **Remodeling (Office or Conference Room Spaces)**
- **Overhead door installation**
- **Spray booth pit mucking.**

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #30

Reissued: November 16, 2023
(Original Date October 2, 2009)

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Electrical Journeyman Level II Position

Dear Mr. Wolf:

During the 2023 negotiations, the parties would like to introduce a new position within the Maintenance Department called the Journeyman Electrician Level II. The purpose of the Electrician Level II will be to train on and maintain more technically complex equipment within the Electrical Maintenance department of Mack Trucks.

The level II electrician must be willing to determine root causes, needed parts, materials, and to contact third party vendors when necessary. Level II electricians are also expected to espouse the tenants of professional maintenance and conduct continuous improvements on systems within the plant. Level II electricians will still be required to fulfill all the duties of a journeyman electrician. Level II electricians, as well as journeyman electricians, are still required to train other electricians.

Electrician level II selection and removal:

1. **The Company will determine the quantity of employees required to work in the Electrician Level II classification based upon the needs of the department.**

2. **When an opening is identified maintenance management will canvass the employees. The employees expressing interest will be considered to have volunteered for the position.**

3. **All employees that have volunteered for the level II position will be subject to the four (4) part qualification process as outlined in bullet# 4. The most senior employee(s) successfully completing all four (4) parts of the qualification process will be awarded the position.**

4. **The Four (4) Part Qualification Process will be comprised of the following:**

    - **Basic computer skills assessment**
    - **Formal interview (conducted by Company and Union)**
    - **Training demonstration**
    - **Written test**

5. If an Electrician Level II is having an ongoing problem meeting the key criteria of the job, an evaluation can be requested by the supervisor. Monthly reviews will occur where issues can be identified. Training and coaching will be implemented to address the issues identified. If it is determined that improvement has been insufficient, then management can return the employee to journeyman status. Once an employee has been removed from an Electrician Level II position they will not be able to volunteer for a level II position without the agreement of management.

Sincerely,

Angela Pursell
Manager, Labor Relations

Letter #31

Original Date: November 16, 2023

Mr. Scott Wolf
President
U.A.W., Local 677
2101 Mack Boulevard
Allentown, PA 18103

Re: Product Launch Protections

Dear Mr. Wolf:

During the 2023 Negotiations, the Parties discussed the need to create protections to product launches during critical times, through the start of normal production, and for a period of time after the start of normal production. Product launch protection are necessary to ensure project timelines are met and that critical competencies are maintained by temporarily reducing or eliminating contract limitations, which affect the Company's ability to ultimately provide quality products, on time, and responsibly handle investments.

In advance of any product launch protections being utilized, the Company agrees to sit down with the appropriate Union Representative(s) and provide known details concerning project timeline, quality gates, start or normal production, and any planned protections that may be used along with approximate durations. Some examples of provisions that may need to be modified, may include, but are not limited to: posting of jobs, creation of new classifications, temporarily suspending job movement, allowing Methods Lab, Flex Techs, and Team Leads to work overtime based on skills needed to help train and provide expertise with New and current products.

Subsequent or follow up meetings will be scheduled at the request of the Union or Company.

Sincerely,

Angela Pursell
Manager, Labor Relations

NEW APPENDIX A
MACUNGIE OPERATIONS

Base rate wage increase Macungie Shop, EBU, and OBU

- Following the ratification of the Agreement, a one-time base rate increase of **10%** will be paid to all B.U. employees covered by this agreement.

- During the second year of this Agreement, all B.U. employees will receive a **2%** general wage increase effective **October 1, 2024**

- During the third year of this Agreement, all B.U. employees will receive a **2%** general wage increase effective **October 1, 2025**

- During the fourth year of this Agreement, all B.U. employees will receive a **2%** general wage increase effective **October 1, 2026**

- During the fifth year of this Agreement, all B.U. employees will receive a **3%** general wage increase effective **October 1, 2027**

NEW APPENDIX A
MACUNGIE OPERATIONS
Full rate employees
The below wage rates shall be applicable for all employees hired before or after October 1, 2023

	Occupation Title Top Rate	Effective October 1, 2023				
		11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
1	Production Technician	$32.54	$33.19	$33.85	$34.53	$35.57
2	Production Technician L/O Group	$32.70	$33.36	$34.02	$34.70	$35.75
3	Production Technician - Flex	$33.70	$34.38	$35.07	$35.77	$36.84
4	Production Technician - Team Leader	$34.87	$35.57	$36.28	$37.00	$38.11
5	Methods Lab/Line Tech	$34.87	$35.57	$36.28	$37.00	$38.11
6	Production Tech VEH2-Frame Rail	$33.45	$34.12	$34.80	$35.50	$36.56
7	VEH2 Frame Rail Layout	$32.70	$33.36	$34.02	$34.70	$35.75
8	Welder/Frame Tech Combination	$33.53	$34.20	$34.88	$35.58	$36.65
9	Offline Technician Level 1	$33.70	$34.38	$35.07	$35.77	$36.84
10	Offline Technician Level 2	$34.80	$35.50	$36.21	$36.93	$38.04
11	Offline Technician Level 3	$36.45	$37.18	$37.93	$38.69	$39.85
12	Offline Electrical Specialist Level 1	$34.80	$35.50	$36.21	$36.93	$38.04
13	Offline Electrical Specialist Level 2	$36.45	$37.18	$37.93	$38.69	$39.85
14	Offline Value Team Leader	$37.00	$37.74	$38.50	$39.27	$40.45
15	Material Technician - Team Leader	$33.41	$34.08	$34.76	$35.45	$36.52
16	MDO/EMOB/CAC Technician	$33.70	$34.38	$35.07	$35.77	$36.84
17	MDO/EMOB/CAC Specialist	$34.84	$35.53	$36.24	$36.97	$38.08
18	MDO/EMOB/CAC Technician Welder	$33.77	$34.45	$35.13	$35.84	$36.91
19	MDO/EMOB/CAC Welder Tech Combo	$34.35	$35.04	$35.74	$36.46	$37.55
20	Production Technician VEH-1 Frame Rail	$33.45	$34.12	$34.80	$35.50	$36.56
21	VEH1 Frame Rail Layout	$32.70	$33.36	$34.02	$34.70	$35.75
22	Spray Painter - Team Leader	$34.87	$35.57	$36.28	$37.00	$38.11
23	Spray Painter/Group - OT	$33.74	$34.41	$35.10	$35.80	$36.88
24	Utility Welder/Group	$32.65	$33.30	$33.97	$34.65	$35.69
25	Sheet Metal Finisher/Group	$32.47	$33.12	$33.78	$34.46	$35.49
26	Spray Painter - Team Leader W/ Mix Experience	$35.44	$36.15	$36.87	$37.61	$38.74
27	Spray Painter W/ Paint Mix Experience	$34.31	$35.00	$35.70	$36.41	$37.50
28	Material Tech Flex	$32.18	$32.82	$33.47	$34.14	$35.17
29	Material Technician	$31.04	$31.66	$32.30	$32.94	$33.93
30	Jockey Driver	$32.24	$32.89	$33.54	$34.21	$35.24
31	CKD Tech	$31.46	$32.09	$32.73	$33.39	$34.39
32	Material - LVLC	$31.04	$31.66	$32.30	$32.94	$33.93
33	Material Coordinator - LVLC	$32.24	$32.89	$33.54	$34.21	$35.24
34	Combilift operator	$32.24	$32.89	$33.54	$34.21	$35.24
35	Material Tech Flex - LVLC	$32.18	$32.82	$33.47	$34.14	$35.17
36	Maintenance Facilities Clerk	$32.16	$32.81	$33.46	$34.13	$35.16
37	Quality Inspector I	$32.54	$33.19	$33.85	$34.53	$35.57
38	Training Coordinator	$35.97	$36.69	$37.42	$38.17	$39.32
39	Quality Inspector II	$33.67	$34.34	$35.03	$35.73	$36.80
40	Quality Gate Technician	$33.39	$34.05	$34.73	$35.43	$36.49
41	Quality Specialist	$34.21	$34.89	$35.59	$36.30	$37.39
42	Torque Technician	$33.39	$34.05	$34.73	$35.43	$36.49
43	Quality Paint Inspection/Touch up	$33.39	$34.05	$34.73	$35.43	$36.49
44	Inspection Process Specialist	$35.87	$36.59	$37.32	$38.07	$39.21
45	Quality Team Leader	$34.87	$35.57	$36.28	$37.00	$38.11
46	Electrical Journeyman	$38.26	$39.02	$39.80	$40.60	$41.82
47	Electrical Journeyman Level II	$39.36	$40.15	$40.95	$41.77	$43.02

48	Electrical Journeyman Value Team Leader	$40.46	$41.27	$42.09	$42.93	$44.22
49	Millwright Journeyman	$38.26	$39.02	$39.80	$40.60	$41.82
50	Millwright Journeyman II	$39.36	$40.15	$40.95	$41.77	$43.02
51	Millwright Journeyman Value Team Leader	$40.46	$41.27	$42.09	$42.93	$44.22
52	Layout Machinist Journeyman	$38.46	$39.23	$40.01	$40.81	$42.03
53	General Maintenance	$21.80	$22.24	$22.68	$23.14	$23.83
54	Tool Fixture Welder Journeyman	$38.37	$39.14	$39.92	$40.72	$41.94

	Occupation Title First Year of Service	Effective October 1, 2023				
	70%	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
1	Production Technician	$22.78	$23.23	$23.70	$24.17	$24.90
2	Production Technician L/O Group	$22.89	$23.35	$23.82	$24.29	$25.02
3	Production Technician - Flex	$23.59	$24.06	$24.55	$25.04	$25.79
4	Production Technician - Team Leader	$24.41	$24.90	$25.40	$25.90	$26.68
5	Methods Lab/Line Tech	$24.41	$24.90	$25.40	$25.90	$26.68
6	Production Tech VEH2-Frame Rail	$23.42	$23.88	$24.36	$24.85	$25.59
7	VEH2 Frame Rail Layout	$22.89	$23.35	$23.82	$24.29	$25.02
8	Welder/Frame Tech Combination	$23.47	$23.94	$24.42	$24.91	$25.65
9	Offline Technician Level 1	$23.59	$24.06	$24.55	$25.04	$25.79
10	Offline Technician Level 2	$24.36	$24.85	$25.35	$25.85	$26.63
11	Offline Technician Level 3	$25.52	$26.03	$26.55	$27.08	$27.89
12	Offline Electrical Specialist Level 1	$24.36	$24.85	$25.35	$25.85	$26.63
13	Offline Electrical Specialist Level 2	$25.52	$26.03	$26.55	$27.08	$27.89
14	Offline Value Team Leader	$25.90	$26.42	$26.95	$27.49	$28.31
15	Material Technician - Team Leader	$23.38	$23.85	$24.33	$24.82	$25.56
16	MDO/EMOB/CAC Technician	$23.59	$24.06	$24.55	$25.04	$25.79
17	MDO/EMOB/CAC Specialist	$24.39	$24.87	$25.37	$25.88	$26.65
18	MDO/EMOB/CAC Technician Welder	$23.64	$24.11	$24.59	$25.09	$25.84
19	MDO/EMOB/CAC Welder Tech Combo	$24.05	$24.53	$25.02	$25.52	$26.28
20	Production Technician VEH-1 Frame Rail	$23.42	$23.88	$24.36	$24.85	$25.59
21	VEH1 Frame Rail Layout	$22.89	$23.35	$23.82	$24.29	$25.02
22	Spray Painter - Team Leader	$24.41	$24.90	$25.40	$25.90	$26.68
23	Spray Painter/Group - OT	$23.62	$24.09	$24.57	$25.06	$25.81
24	Utility Welder/Group	$22.85	$23.31	$23.78	$24.25	$24.98
25	Sheet Metal Finisher/Group	$22.73	$23.19	$23.65	$24.12	$24.85
26	Spray Painter - Team Leader W/ Mix Experience	$24.81	$25.31	$25.81	$26.33	$27.12
27	Spray Painter W/ Paint Mix Experience	$24.02	$24.50	$24.99	$25.49	$26.25
28	Material Tech Flex	$22.52	$22.97	$23.43	$23.90	$24.62
29	Material Technician	$21.73	$22.16	$22.61	$23.06	$23.75
30	Jockey Driver	$22.57	$23.02	$23.48	$23.95	$24.67
31	CKD Tech	$22.02	$22.46	$22.91	$23.37	$24.07
32	Material - LVLC	$21.73	$22.16	$22.61	$23.06	$23.75
33	Material Coordinator - LVLC	$22.57	$23.02	$23.48	$23.95	$24.67
34	Combilift operator	$22.57	$23.02	$23.48	$23.95	$24.67
35	Material Tech Flex - LVLC	$22.52	$22.97	$23.43	$23.90	$24.62
36	Maintenance Facilities Clerk	$22.51	$22.97	$23.42	$23.89	$24.61
37	Quality Inspector I	$22.78	$23.23	$23.70	$24.17	$24.90
38	Training Coordinator	$25.18	$25.68	$26.20	$26.72	$27.52
39	Quality Inspector II	$23.57	$24.04	$24.52	$25.01	$25.76
40	Quality Gate Technician	$23.37	$23.84	$24.31	$24.80	$25.54
41	Quality Specialist	$23.95	$24.43	$24.91	$25.41	$26.18
42	Torque Technician	$23.37	$23.84	$24.31	$24.80	$25.54
43	Quality Paint Inspection/Touch up	$23.37	$23.84	$24.31	$24.80	$25.54
44	Inspection Process Specialist	$25.11	$25.61	$26.12	$26.65	$27.45
45	Quality Team Leader	$24.41	$24.90	$25.40	$25.90	$26.68

	Occupation Title Second Year of Service	Effective October 1, 2023				
	75%	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
1	Production Technician	$24.40	$24.89	$25.39	$25.90	$26.67
2	Production Technician L/O Group	$24.53	$25.02	$25.52	$26.03	$26.81
3	Production Technician - Flex	$25.28	$25.78	$26.30	$26.83	$27.63
4	Production Technician - Team Leader	$26.15	$26.68	$27.21	$27.75	$28.59
5	Methods Lab/Line Tech	$26.15	$26.68	$27.21	$27.75	$28.59
6	Production Tech VEH2-Frame Rail	$25.09	$25.59	$26.10	$26.62	$27.42
7	VEH2 Frame Rail Layout	$24.53	$25.02	$25.52	$26.03	$26.81
8	Welder/Frame Tech Combination	$25.15	$25.65	$26.16	$26.69	$27.49
9	Offline Technician Level 1	$25.28	$25.78	$26.30	$26.83	$27.63
10	Offline Technician Level 2	$26.10	$26.63	$27.16	$27.70	$28.53
11	Offline Technician Level 3	$27.34	$27.89	$28.45	$29.01	$29.88
12	Offline Electrical Specialist Level 1	$26.10	$26.63	$27.16	$27.70	$28.53
13	Offline Electrical Specialist Level 2	$27.34	$27.89	$28.45	$29.01	$29.88
14	Offline Value Team Leader	$27.75	$28.31	$28.87	$29.45	$30.34
15	Material Technician - Team Leader	$25.06	$25.56	$26.07	$26.59	$27.39
16	MDO/EMOB/CAC Technician	$25.28	$25.78	$26.30	$26.83	$27.63
17	MDO/EMOB/CAC Specialist	$26.13	$26.65	$27.18	$27.73	$28.56
18	MDO/EMOB/CAC Technician Welder	$25.33	$25.83	$26.35	$26.88	$27.68
19	MDO/EMOB/CAC Welder Tech Combo	$25.76	$26.28	$26.81	$27.34	$28.16
20	Production Technician VEH-1 Frame Rail	$25.09	$25.59	$26.10	$26.62	$27.42
21	VEH1 Frame Rail Layout	$24.53	$25.02	$25.52	$26.03	$26.81
22	Spray Painter - Team Leader	$26.15	$26.68	$27.21	$27.75	$28.59
23	Spray Painter/Group - OT	$25.30	$25.81	$26.32	$26.85	$27.66
24	Utility Welder/Group	$24.49	$24.98	$25.48	$25.98	$26.76
25	Sheet Metal Finisher/Group	$24.35	$24.84	$25.34	$25.84	$26.62
26	Spray Painter - Team Leader W/ Mix Experience	$26.58	$27.11	$27.66	$28.21	$29.05
27	Spray Painter W/ Paint Mix Experience	$25.73	$26.25	$26.77	$27.31	$28.13
28	Material Tech Flex	$24.13	$24.61	$25.11	$25.61	$26.38
29	Material Technician	$23.28	$23.75	$24.22	$24.71	$25.45
30	Jockey Driver	$24.18	$24.66	$25.16	$25.66	$26.43
31	CKD Tech	$23.60	$24.07	$24.55	$25.04	$25.79
32	Material - LVLC	$23.28	$23.75	$24.22	$24.71	$25.45
33	Material Coordinator - LVLC	$24.18	$24.66	$25.16	$25.66	$26.43
34	Combilift operator	$24.18	$24.66	$25.16	$25.66	$26.43
35	Material Tech Flex - LVLC	$24.13	$24.61	$25.11	$25.61	$26.38
36	Maintenance Facilities Clerk	$24.12	$24.61	$25.10	$25.60	$26.37
37	Quality Inspector I	$24.40	$24.89	$25.39	$25.90	$26.67
38	Training Coordinator	$26.98	$27.52	$28.07	$28.63	$29.49
39	Quality Inspector II	$25.25	$25.76	$26.27	$26.80	$27.60
40	Quality Gate Technician	$25.04	$25.54	$26.05	$26.57	$27.37
41	Quality Specialist	$25.66	$26.17	$26.69	$27.23	$28.04
42	Torque Technician	$25.04	$25.54	$26.05	$26.57	$27.37
43	Quality Paint Inspection/Touch up	$25.04	$25.54	$26.05	$26.57	$27.37
44	Inspection Process Specialist	$26.90	$27.44	$27.99	$28.55	$29.41
45	Quality Team Leader	$26.15	$26.68	$27.21	$27.75	$28.59

	Occupation Title Third Year of Service	Effective October 1, 2023				
	80%	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
1	Production Technician	$26.03	$26.55	$27.08	$27.62	$28.45
2	Production Technician L/O Group	$26.16	$26.69	$27.22	$27.76	$28.60
3	Production Technician - Flex	$26.96	$27.50	$28.05	$28.61	$29.47
4	Production Technician - Team Leader	$27.90	$28.45	$29.02	$29.60	$30.49
5	Methods Lab/Line Tech	$27.90	$28.45	$29.02	$29.60	$30.49
6	Production Tech VEH2-Frame Rail	$26.76	$27.30	$27.84	$28.40	$29.25
7	VEH2 Frame Rail Layout	$26.16	$26.69	$27.22	$27.76	$28.60
8	Welder/Frame Tech Combination	$26.82	$27.36	$27.91	$28.46	$29.32
9	Offline Technician Level 1	$26.96	$27.50	$28.05	$28.61	$29.47
10	Offline Technician Level 2	$27.84	$28.40	$28.97	$29.55	$30.43
11	Offline Technician Level 3	$29.16	$29.75	$30.34	$30.95	$31.88
12	Offline Electrical Specialist Level 1	$27.84	$28.40	$28.97	$29.55	$30.43
13	Offline Electrical Specialist Level 2	$29.16	$29.75	$30.34	$30.95	$31.88
14	Offline Value Team Leader	$29.60	$30.20	$30.80	$31.42	$32.36
15	Material Technician - Team Leader	$26.73	$27.26	$27.81	$28.36	$29.21
16	MDO/EMOB/CAC Technician	$26.96	$27.50	$28.05	$28.61	$29.47
17	MDO/EMOB/CAC Specialist	$27.87	$28.43	$29.00	$29.58	$30.46
18	MDO/EMOB/CAC Technician Welder	$27.02	$27.56	$28.11	$28.67	$29.53
19	MDO/EMOB/CAC Welder Tech Combo	$27.48	$28.03	$28.59	$29.16	$30.04
20	Production Technician VEH-1 Frame Rail	$26.76	$27.30	$27.84	$28.40	$29.25
21	VEH1 Frame Rail Layout	$26.16	$26.69	$27.22	$27.76	$28.60
22	Spray Painter - Team Leader	$27.90	$28.45	$29.02	$29.60	$30.49
23	Spray Painter/Group - OT	$26.99	$27.53	$28.08	$28.64	$29.50
24	Utility Welder/Group	$26.12	$26.64	$27.17	$27.72	$28.55
25	Sheet Metal Finisher/Group	$25.98	$26.50	$27.03	$27.57	$28.39
26	Spray Painter - Team Leader W/ Mix Experience	$28.35	$28.92	$29.50	$30.09	$30.99
27	Spray Painter W/ Paint Mix Experience	$27.45	$28.00	$28.56	$29.13	$30.00
28	Material Tech Flex	$25.74	$26.25	$26.78	$27.32	$28.13
29	Material Technician	$24.83	$25.33	$25.84	$26.35	$27.14
30	Jockey Driver	$25.79	$26.31	$26.83	$27.37	$28.19
31	CKD Tech	$25.17	$25.67	$26.18	$26.71	$27.51
32	Material - LVLC	$24.83	$25.33	$25.84	$26.35	$27.14
33	Material Coordinator - LVLC	$25.79	$26.31	$26.83	$27.37	$28.19
34	Combilift operator	$25.79	$26.31	$26.83	$27.37	$28.19
35	Material Tech Flex - LVLC	$25.74	$26.25	$26.78	$27.32	$28.13
36	Maintenance Facilities Clerk	$25.73	$26.25	$26.77	$27.31	$28.13
37	Quality Inspector I	$26.03	$26.55	$27.08	$27.62	$28.45
38	Training Coordinator	$28.78	$29.35	$29.94	$30.54	$31.45
39	Quality Inspector II	$26.94	$27.48	$28.03	$28.59	$29.44
40	Quality Gate Technician	$26.71	$27.24	$27.79	$28.34	$29.19
41	Quality Specialist	$27.37	$27.92	$28.47	$29.04	$29.91
42	Torque Technician	$26.71	$27.24	$27.79	$28.34	$29.19
43	Quality Paint Inspection/Touch up	$26.71	$27.24	$27.79	$28.34	$29.19
44	Inspection Process Specialist	$28.70	$29.27	$29.86	$30.45	$31.37
45	Quality Team Leader	$27.90	$28.45	$29.02	$29.60	$30.49

	Occupation Title Four Years of Service	Effective October 1, 2023				
	85%	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
1	Production Technician	$27.66	$28.21	$28.77	$29.35	$30.23
2	Production Technician L/O Group	$27.80	$28.35	$28.92	$29.50	$30.38
3	Production Technician – Flex	$28.65	$29.22	$29.81	$30.40	$31.31
4	Production Technician – Team Leader	$29.64	$30.23	$30.84	$31.45	$32.40
5	Methods Lab/Line Tech	$29.64	$30.23	$30.84	$31.45	$32.40
6	Production Tech VEH2-Frame Rail	$28.43	$29.00	$29.58	$30.17	$31.08
7	VEH2 Frame Rail Layout	$27.80	$28.35	$28.92	$29.50	$30.38
8	Welder/Frame Tech Combination	$28.50	$29.07	$29.65	$30.24	$31.15
9	Offline Technician Level 1	$28.65	$29.22	$29.81	$30.40	$31.31
10	Offline Technician Level 2	$29.58	$30.18	$30.78	$31.39	$32.34
11	Offline Technician Level 3	$30.99	$31.61	$32.24	$32.88	$33.87
12	Offline Electrical Specialist Level 1	$29.58	$30.18	$30.78	$31.39	$32.34
13	Offline Electrical Specialist Level 2	$30.99	$31.61	$32.24	$32.88	$33.87
14	Offline Value Team Leader	$31.45	$32.08	$32.72	$33.38	$34.38
15	Material Technician – Team Leader	$28.40	$28.96	$29.54	$30.13	$31.04
16	MDO/EMOB/CAC Technician	$28.65	$29.22	$29.81	$30.40	$31.31
17	MDO/EMOB/CAC Specialist	$29.61	$30.20	$30.81	$31.42	$32.37
18	MDO/EMOB/CAC Technician Welder	$28.70	$29.28	$29.86	$30.46	$31.38
19	MDO/EMOB/CAC Welder Tech Combo	$29.20	$29.78	$30.38	$30.99	$31.92
20	Production Technician VEH-1 Frame Rail	$28.43	$29.00	$29.58	$30.17	$31.08
21	VEH1 Frame Rail Layout	$27.80	$28.35	$28.92	$29.50	$30.38
22	Spray Painter – Team Leader	$29.64	$30.23	$30.84	$31.45	$32.40
23	Spray Painter/Group – OT	$28.68	$29.25	$29.83	$30.43	$31.34
24	Utility Welder/Group	$27.75	$28.31	$28.87	$29.45	$30.33
25	Sheet Metal Finisher/Group	$27.60	$28.15	$28.72	$29.29	$30.17
26	Spray Painter - Team Leader W/ Mix Experience	$30.13	$30.73	$31.34	$31.97	$32.93
27	Spray Painter W/ Paint Mix Experience	$29.16	$29.75	$30.34	$30.95	$31.88
28	Material Tech Flex	$27.35	$27.90	$28.45	$29.02	$29.89
29	Material Technician	$26.39	$26.91	$27.45	$28.00	$28.84
30	Jockey Driver	$27.40	$27.95	$28.51	$29.08	$29.95
31	CKD Tech	$26.74	$27.28	$27.82	$28.38	$29.23
32	Material - LVLC	$26.39	$26.91	$27.45	$28.00	$28.84
33	Material Coordinator - LVLC	$27.40	$27.95	$28.51	$29.08	$29.95
34	Combilift operator	$27.40	$27.95	$28.51	$29.08	$29.95
35	Material Tech Flex - LVLC	$27.35	$27.90	$28.45	$29.02	$29.89
36	Maintenance Facilities Clerk	$27.34	$27.89	$28.44	$29.01	$29.88
37	Quality Inspector I	$27.66	$28.21	$28.77	$29.35	$30.23
38	Training Coordinator	$30.57	$31.19	$31.81	$32.45	$33.42
39	Quality Inspector II	$28.62	$29.19	$29.78	$30.37	$31.28
40	Quality Gate Technician	$28.38	$28.94	$29.52	$30.11	$31.02
41	Quality Specialist	$29.08	$29.66	$30.25	$30.86	$31.78
42	Torque Technician	$28.38	$28.94	$29.52	$30.11	$31.02
43	Quality Paint Inspection/Touch up	$28.38	$28.94	$29.52	$30.11	$31.02
44	Inspection Process Specialist	$30.49	$31.10	$31.72	$32.36	$33.33
45	Quality Team Leader	$29.64	$30.23	$30.84	$31.45	$32.40

	Occupation Title Fifth Year of Service	Effective October 1, 2023				
	90%	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
1	Production Technician	$29.28	$29.87	$30.47	$31.08	$32.01
2	Production Technician L/O Group	$29.43	$30.02	$30.62	$31.23	$32.17
3	Production Technician - Flex	$30.33	$30.94	$31.56	$32.19	$33.16
4	Production Technician - Team Leader	$31.38	$32.01	$32.65	$33.30	$34.30
5	Methods Lab/Line Tech	$31.38	$32.01	$32.65	$33.30	$34.30
6	Production Tech VEH2-Frame Rail	$30.11	$30.71	$31.32	$31.95	$32.91
7	VEH2 Frame Rail Layout	$29.43	$30.02	$30.62	$31.23	$32.17
8	Welder/Frame Tech Combination	$30.18	$30.78	$31.39	$32.02	$32.98
9	Offline Technician Level 1	$30.33	$30.94	$31.56	$32.19	$33.16
10	Offline Technician Level 2	$31.32	$31.95	$32.59	$33.24	$34.24
11	Offline Technician Level 3	$32.81	$33.46	$34.13	$34.82	$35.86
12	Offline Electrical Specialist Level 1	$31.32	$31.95	$32.59	$33.24	$34.24
13	Offline Electrical Specialist Level 2	$32.81	$33.46	$34.13	$34.82	$35.86
14	Offline Value Team Leader	$33.30	$33.97	$34.65	$35.34	$36.40
15	Material Technician - Team Leader	$30.07	$30.67	$31.28	$31.91	$32.86
16	MDO/EMOB/CAC Technician	$30.33	$30.94	$31.56	$32.19	$33.16
17	MDO/EMOB/CAC Specialist	$31.35	$31.98	$32.62	$33.27	$34.27
18	MDO/EMOB/CAC Technician Welder	$30.39	$31.00	$31.62	$32.25	$33.22
19	MDO/EMOB/CAC Welder Tech Combo	$30.92	$31.54	$32.17	$32.81	$33.79
20	Production Technician VEH-1 Frame Rail	$30.11	$30.71	$31.32	$31.95	$32.91
21	VEH1 Frame Rail Layout	$29.43	$30.02	$30.62	$31.23	$32.17
22	Spray Painter - Team Leader	$31.38	$32.01	$32.65	$33.30	$34.30
23	Spray Painter/Group - OT	$30.36	$30.97	$31.59	$32.22	$33.19
24	Utility Welder/Group	$29.38	$29.97	$30.57	$31.18	$32.12
25	Sheet Metal Finisher/Group	$29.22	$29.81	$30.41	$31.01	$31.94
26	Spray Painter - Team Leader W/ Mix Experience	$31.90	$32.54	$33.19	$33.85	$34.87
27	Spray Painter W/ Paint Mix Experience	$30.88	$31.50	$32.13	$32.77	$33.75
28	Material Tech Flex	$28.96	$29.54	$30.13	$30.73	$31.65
29	Material Technician	$27.94	$28.50	$29.07	$29.65	$30.54
30	Jockey Driver	$29.02	$29.60	$30.19	$30.79	$31.72
31	CKD Tech	$28.31	$28.88	$29.46	$30.05	$30.95
32	Material - LVLC	$27.94	$28.50	$29.07	$29.65	$30.54
33	Material Coordinator - LVLC	$29.02	$29.60	$30.19	$30.79	$31.72
34	Combilift operator	$29.02	$29.60	$30.19	$30.79	$31.72
35	Material Tech Flex - LVLC	$28.96	$29.54	$30.13	$30.73	$31.65
36	Maintenance Facilities Clerk	$28.95	$29.53	$30.12	$30.72	$31.64
37	Quality Inspector I	$29.28	$29.87	$30.47	$31.08	$32.01
38	Training Coordinator	$32.37	$33.02	$33.68	$34.35	$35.39
39	Quality Inspector II	$30.30	$30.91	$31.53	$32.16	$33.12
40	Quality Gate Technician	$30.05	$30.65	$31.26	$31.89	$32.84
41	Quality Specialist	$30.79	$31.40	$32.03	$32.67	$33.65
42	Torque Technician	$30.05	$30.65	$31.26	$31.89	$32.84
43	Quality Paint Inspection/Touch up	$30.05	$30.65	$31.26	$31.89	$32.84
44	Inspection Process Specialist	$32.28	$32.93	$33.59	$34.26	$35.29
45	Quality Team Leader	$31.38	$32.01	$32.65	$33.30	$34.30

APPENDIX B
MACUNGIE OPERATIONS

The below wage rates shall be applicable for all employees hired before or after October 1, 2023 The rates are based on the provisions set forth in Article 16, Sections 56 (f) and 58 (c) of the Master Agreement.

APPRENTICE RATES EFFECTIVE AS OF 10/1/2023					
Millwright					
Hours	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
0-1000	$36.26	$37.02	$37.80	$38.60	$39.82
1-2000	$36.51	$37.27	$38.05	$38.85	$40.07
2-3000	$36.76	$37.52	$38.30	$39.10	$40.32
3-4000	$37.01	$37.77	$38.55	$39.35	$40.57
4-5000	$37.26	$38.02	$38.8	$39.60	$40.82
5-6000	$37.51	$38.27	$39.05	$39.85	$41.07
6-7000	$37.76	$38.52	$39.30	$40.10	$41.32
7-8000	$38.01	$38.77	$39.55	$40.35	$41.57
Top Rate	$38.26	$39.02	$39.80	$40.60	$41.82

APPRENTICE RATES EFFECTIVE AS OF 10/1/2023					
Layout					
Hours	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
0-1000	$36.46	$37.23	$38.01	$38.81	$40.03
1-2000	$36.71	$37.48	$38.26	$39.06	$40.28
2-3000	$36.96	$37.73	$38.51	$39.31	$40.53
3-4000	$37.21	$37.98	$38.76	$39.56	$40.78
4-5000	$37.46	$38.23	$39.01	$39.81	$41.03
5-6000	$37.71	$38.48	$39.26	$40.06	$41.28
6-7000	$37.96	$38.73	$39.51	$40.31	$41.53
7-8000	$38.21	$38.98	$39.76	$40.56	$41.78
Top Rate	$38.46	$39.23	$40.01	$40.81	$42.03

APPRENTICE RATES EFFECTIVE AS OF 10/1/2023					
Tool Fixture					
Hours	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
0-1000	$36.37	$37.14	$37.92	$38.72	$39.94
1-2000	$36.62	$37.39	$38.17	$38.97	$40.19
2-3000	$36.87	$37.64	$38.42	$39.22	$40.44
3-4000	$37.12	$37.89	$38.67	$39.47	$40.69
4-5000	$37.37	$38.14	$38.92	$39.72	$40.94
5-6000	$37.62	$38.39	$39.17	$39.97	$41.19
6-7000	$37.87	$38.64	$39.42	$40.22	$41.44
7-8000	$38.12	$38.89	$39.67	$40.47	$41.69
Top Rate	$38.37	$39.14	$39.92	$40.72	$41.94

APPRENTICE RATES EFFECTIVE AS OF 10/1/2023					
Electrical					
Hours	11/15/2023	10/1/2024	10/1/2025	10/1/2026	10/1/2027
0-1000	$36.26	$37.02	$37.80	$38.60	$39.82
1-2000	$36.51	$37.27	$38.05	$38.85	$40.07
2-3000	$36.76	$37.52	$38.30	$39.10	$40.32
3-4000	$37.01	$37.77	$38.55	$39.35	$40.57
4-5000	$37.26	$38.02	$38.8	$39.60	$40.82
5-6000	$37.51	$38.27	$39.05	$39.85	$41.07
6-7000	$37.76	$38.52	$39.30	$40.10	$41.32
7-8000	$38.01	$38.77	$39.55	$40.35	$41.57
Top Rate	$38.26	$39.02	$39.80	$40.60	$41.82

2023 CALENDAR

JANUARY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JULY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

2024 CALENDAR

JANUARY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

JULY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

AUGUST

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

OCTOBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

2025 CALENDAR

JANUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

MARCH

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

JULY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

2026 CALENDAR

JANUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

JULY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

2027 CALENDAR

JANUARY

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

JULY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

AUGUST

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

DECEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

2028 CALENDAR

JANUARY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JULY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

©2024 Mack