



Solidarity House

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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

DENNIS D. WILLIAMS, *PRESIDENT* GARY CASTEEL, *SECRETARY-TREASURER*
VICE-PRESIDENTS: TERRY DITTES • CINDY ESTRADA • JIMMY SETTLES

April 23, 2018

Via Email & Certified Mail

Eric J. Shoults, Director Labor Relations,
Safety and Manufacturing Operations Human Resources
Daimler Trucks North America, LLC
Fort Mill Office
N-160
2477 Deerfield Drive
Fort Mill, SC 29715

RE: DTNA (Freightliner) Negotiations

Dear Mr. Shoults:

Attached you will find the fully executed day-to-day extension agreement.

The last proposal provided to us that was reviewed by the entire council falls way short to be a Tentative Agreement to be presented to our membership. We realize that there was an effort by both parties to move closer to a Tentative Agreement but there is still much work to be done.

When we reconvene Negotiations we will specifically define the areas that are unsatisfactory to our members and the Council. Those areas are, but not limited to, proposed Health Care changes, all areas of the economic pay increases for the traditional employees in Wage Schedule A. Also, the progression of our members in Wage Schedule B.

It will be our firm position that any economic increases agreed to and ratified by our members will be retroactive to start of this Agreement which began on Saturday, April 21, 2018.

Please provide the dates you are available to resume bargaining so we can confirm mutually agreeable dates, times and locations.

Thank you.

Sincerely,



Terry Dittes
Vice President and Director
UAW Heavy Truck Department

TD:rb/opei494

Attachment(s)

cc: Tim Bressler
Chuck Browning
Ray Curry
Troy Davis
Ron Hendrix
UAW Heavy Truck Staff
DTNA Local Union Presidents, Vice Presidents and Shop Chairpersons

AGREEMENT TO EXTEND COLLECTIVE BARGAINING AGREEMENTS
BETWEEN DAIMLER TRUCKS NORTH AMERICA LLC, THE UAW& ITS LOCAL
UNIONS

Daimler Trucks North America LLC ("DTNA"), the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America ("UAW"), and its Local Unions 10, 2406, 3520, 5285, 5286 and 5287 ("Locals") enter into this Agreement to Extend any Collective Bargaining Agreement between and among them, as further described below.

RECITALS

- A. Whereas, DTNA, UAW and the Locals are parties to Collective Bargaining Agreements (the "CBA's"), governing the wages, hours, and other terms and conditions of employment of employees at certain DTNA facilities; and
- B. Whereas, following DTNA's timely notice to UAW of its desire to modify the terms of those CBA's and pursuant to the applicable provision(s) of those CBA's, the CBA's shall remain in effect only until 11:59 p.m. on April 20, 2018, after which time the CBA's shall expire; and
- C. Whereas, DTNA, UAW and the Locals have been engaged in good faith negotiations concerning the terms of new collective bargaining agreements, but have been unable, as of the time of this Agreement, to mutually agree on the terms of a new agreements;

The parties to the CBA agree as follows:

- 1. Except as otherwise provided herein, the terms and conditions and all rights and obligations of each of the parties to the CBA's shall continue indefinitely until DTNA serves, or the UAW and any Local(s), serve, a twenty-four (24) hour written notice to the other specifying a desire to modify or terminate one or more of the CBA's.
- 2. Any such CBA shall remain in full force and effect until such notice is given and for twenty-four (24) hours thereafter, after which any such CBA shall terminate.

E/S

Accepted and Approved:

For the Union (UAW)



Terry Dittles
Vice President and Director,
UAW Heavy Truck Department

4-23-2018

Date



Troy Davis
Top Administrative Assistant
UAW Heavy Truck Department

4/23/18

Date



Tim Bressler
Administrative Assistant
UAW Heavy Truck Department

4/23/18

Date

For the Company (DTNA)



Eric J. Shoults
Director, Labor Relations, Safety,
and Manufacturing Operations

4-23-2018

Date



Lynn Thayer
Manager, Labor Relations

4-23-2018

Date