

Agreement

Between

Dana Incorporated
Off-Highway Drive and
Motion Technologies
Lafayette

And

Local No. 2317 UAW

September 13, 2024

To

May 22, 2026

To: Brett Whyde Int'l Union, UAW CS/IPS Department

From: Ryan Brueckner Dana Human Resources

Date: September 11, 2024

Re: Global Settlement Letter

Section 18.4 – Duration

This agreement shall become effective September 13, 2024, and remain in full force and effect through May 22, 2026 unless extended by mutual agreement.

Letter regarding Global Settlement and Framework Agreements

This will confirm our discussions during 2024 Local Lafayette negotiations as it relates to the Global Settlement and Framework Agreements between Dana Incorporated, the UAW International Union and Region 2B/UAW Local 2317. The current (October 31, 2020 – September 13, 2024) Local Lafayette Agreement, including letters currently included in the Local Bargaining Agreement, will be the exclusive agreement in effect from September 13, 2024 to May 22, 2026 unless specified otherwise within.

Within thirty (30) days of the signing of this letter, the local parties will meet to review any letters that either party wants to include in the local agreement. Those letters will be reviewed during the Letter No. 5 negotiations in 2026 during such time local negotiations will begin at an agreed upon time.

Appendix Q and Appendix M of the Global Settlement Agreement will be in full effect beginning January 1, 2025 to May 22, 2026 and will supersede like Local 2317 clauses and conditions. Economic calculations during the period outlined in this agreement will be divided by contract duration. Attachment A will outline wages.

Section 7.6 - Pay Scales

Classifications	2020	2021	2022	2023	2024	11/1/2024	11/1/2025
Assembly (Existing Employees)	\$24.10	\$24.10	\$24.10	\$19.25	\$22.50	\$2000 Lump Sum	\$2000 Lump Sum
Assembly	See start rate wage progression revision						
Custom Builder	\$24.10	\$24.10	\$24.10	\$24.10	\$25.10	\$2000 Lump Sum	\$25.40
Facilities	\$20.50	\$20.50	\$20.50	\$20.50	\$20.50	\$22.50	\$2000 Lump Sum
Heat Treat	\$24.10	\$24.10	\$24.10	\$24.10	\$25.10	\$2000 Lump Sum	\$25.40
Kitting	\$23.35	\$23.35	\$23.35	\$23.35	\$24.35	\$2000 Lump Sum	\$24.65
Machining	\$24.10	\$24.10	\$24.10	\$24.10	\$25.10	\$2000 Lump Sum	\$25.40
Materials (Existing Employees)	\$20.50	\$20.50	\$20.50	\$19.25	\$22.50	\$2000 Lump Sum	\$2000 Lump Sum
Materials	See start rate wage progression revision						
Packers	\$23.35	\$23.35	\$23.35	\$23.35	\$24.35	\$2000 Lump Sum	\$24.65
Quality	\$24.10	\$24.10	\$24.10	\$24.10	\$25.10	\$2000 Lump Sum	\$25.40
Skilled Trades Apprenticeable	\$29.06	\$29.06	\$29.06	\$29.06	\$32.06	\$32.81	\$33.31
Skilled Trades Non- Apprenticeable	\$24.71	\$24.71	\$24.71	\$24.71	\$25.71	\$26.46	\$26.96

Assembly and Materials Start Rate Wage Progression						
	Start	Year 1	Year 2	Year 3	Year 4	Year 5
11/1/2024	\$ 18.00	\$ 18.50	\$ 19.00	\$ 19.50	\$ 20.00	\$ 21.50
11/1/2025	\$ 18.00	\$ 18.50	\$ 19.00	\$ 19.50	\$ 20.00	\$ 22.50

Article 13 – Holidays

	2024	2025	2026
New Year's Day	Monday 1/1	Wednesday 1/1	Thursday 1/1
Memorial Day	Monday 5/27	Monday 5/26	
Independence Day	Thursday 7/4	Friday 7/4	
Labor Day	Monday 9/2	Monday 9/1	
Thanksgiving Day	Thursday 11/28	Thursday 11/27	
Thanksgiving Friday	Friday 11/29	Friday 11/28	
Christmas Holiday	Tuesday 12/24	Wednesday 12/24	
Christmas Holiday	Wednesday 12/25	Thursday 12/25	
Christmas Holiday	Thursday 12/26	Friday 12/26	
Christmas Holiday	Friday 12/27	Monday 12/29	
Christmas Holiday	Monday 12/30	Tuesday 12/30	
Christmas Holiday	Tuesday 12/31	Wednesday 12/31	
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