

UAW Local 2317

Tentative Agreement

Allison Off-Highway
Fairfield Manufacturing Co. Inc.

Informational meetings to answer questions on-

Wednesday June 3rd, 2026.

7:30am for 3rd shift

1:00pm for 2nd shift

3:30pm for 1st shift

Ratification Voting will take place

Wednesday June 3rd, 2026 from 6am-6pm at the Union Hall.

Must be member in good standing to vote and show ID.

This packet is just the main highlights of the agreement, the full detailed version was sent out through our text messaging service for members to view online.

If you did not receive the full version through text, let someone from the Bargaining Committee know and we'll get it to you.

Company Final Offer for Tentative Agreement

This is the final offer the Company will make for a tentative agreement on a new collective bargaining agreement. This offer is made on the basis that all previous tentative agreements remain in place and all proposals not expressly stated herein are withdrawn. This offer is made contingent on ratification by the bargaining unit.

Proposed Pay Scale — Maximum Rate (4-year agreement)

		7.0% (except for PFS adjustments)	3.0%	3.0%	3.0%
Classifications	Current	5/25/2026	5/24/2027	5/22/2028	5/21/2029
Assembly	\$22.50	\$24.08	\$24.80	\$25.54	\$26.31
Custom Builder ¹	\$25.40	\$30.40	\$31.31	\$32.25	\$33.22
Facilities ²	\$22.50	\$24.08	\$24.80	\$25.54	\$26.31
Heat Treat ³	\$25.40	\$32.40	\$33.37	\$34.37	\$35.40
Kitting	\$24.65	\$26.38	\$27.17	\$27.98	\$28.82
Machining ⁴	\$25.40	\$32.40	\$33.37	\$34.37	\$35.40
Materials	\$22.50	\$24.08	\$24.80	\$25.54	\$26.31
Packers	\$24.65	\$26.38	\$27.17	\$27.98	\$28.82
Quality	\$26.15 ⁵	\$27.98	\$28.82	\$29.68	\$30.58
Skilled Trades Apprenticeable	\$38.36 ⁶	\$41.05	\$42.28	\$43.54	\$44.85
Skilled Trades NonApprenticeable	\$30.86 ⁷	\$33.02	\$34.01	\$35.03	\$36.08
Year 1 weighted average: 11.1% (w/ lump sums); 9.7% (w/out lump sums) Minimum 10% year 1 increase for Skilled Trades & Quality					

The rates shown in the Pay Scale are minimums. The Company may increase, but not decrease, the base rate for any classification during the life of the agreement.

- ¹ Employees in the Custom Builder classification who currently receive a \$5 pay-for-skill add-on will receive a one-time lump sum of \$4,150.00 no later than the last payroll period of the month following ratification.
- ² Employees who have continuously worked in the Facilities classification since April 18, 2022, receive an additional \$1.00 per hour worked.
- ³ Employee's in the Heat Treat classification who currently receive a \$7 pay-for-skill add-on will receive a one-time lump sum of \$4,423.00, no later than the last payroll period of the month following ratification.
- ⁴ Employees in the Machining classification who currently receive a \$7 pay-for-skill add-on will receive a one-time lump sum of \$4,423.00, no later than the last payroll period of the month following ratification.
- ⁵ An additional \$0.75 was added to the Quality current base rate prior to application of general wage increases.
- ⁶ The current maximum rate for the Skilled Trades Apprenticeable classifications incorporates the Journeyman Card and Maintenance Tech additional pay per the 2021-2026 collective bargaining agreement. An additional \$1.05 was added to the Skilled Trades Apprenticeable current base rate, prior to application of general wage increases.
- ⁷ The current maximum rate for the Skilled Trades Non-Apprenticeable classifications incorporates the Journeyman Card additional pay per the 2021-2026 collective bargaining agreement. An additional \$0.90 was added to the Skilled Trades Non-Apprenticeable current base rate, prior to application of general wage increases.

Classifications	Current	7.00%		3.00% 3.00% 3.00%		
		5/25/2026	Year 1 Increase	2027	2028	2029
Assembly	\$22.50	\$24.08	7.0%	\$24.80	\$25.54	\$26.31
Custom Builder No PFS	\$25.40	\$30.40	19.7%	\$31.31	\$32.25	\$33.22
Custom Builder \$3.00 PFS	\$28.40	\$30.40	7.0%	\$31.31	\$32.25	\$33.22
Custom Builder \$5.00 PFS	\$30.40	\$30.40	<i>Lump Sum</i>	\$31.31	\$32.25	\$33.22
Facilities	\$22.50	\$24.08	7.0%	\$24.80	\$25.54	\$26.31
Heat Treat No PFS	\$25.40	\$32.40	27.6%	\$33.37	\$34.37	\$35.40
Heat Treat \$3.00 PFS	\$28.40	\$32.40	14.1%	\$33.37	\$34.37	\$35.40
Heat Treat \$5.00 PFS	\$30.40	\$32.40	6.6%	\$33.37	\$34.37	\$35.40
Heat Treat \$7.00 PFS	\$32.40	\$32.40	<i>Lump Sum</i>	\$33.37	\$34.37	\$35.40
Kitting	\$24.65	\$26.38	7.0%	\$27.17	\$27.98	\$28.82
Machining No PFS	\$25.40	\$32.40	27.6%	\$33.37	\$34.37	\$35.40
Machining \$3.00 PFS	\$28.40	\$32.40	14.1%	\$33.37	\$34.37	\$35.40
Machining \$5.00 PFS	\$30.40	\$32.40	6.6%	\$33.37	\$34.37	\$35.40
Machining \$7.00 PFS	\$32.40	\$32.40	<i>Lump Sum</i>	\$33.37	\$34.37	\$35.40
Materials	\$22.50	\$24.08	7.0%	\$24.80	\$25.54	\$26.31
Packers	\$24.65	\$26.38	7.0%	\$27.17	\$27.98	\$28.82
Quality *	\$25.40	\$27.98	10.2%	\$28.82	\$29.68	\$30.58
Skilled Trades Apprenticeable**	\$37.31	\$41.05	10.0%	\$42.28	\$43.54	\$44.85
Skilled Trades Non-Apprenticeable***	\$29.96	\$33.00	10.1%	\$33.99	\$35.01	\$36.06

*Add \$.75 in year 1 before GWI

**Roll-in add-ons and then add \$.90 in year 1 before GWI

***Roll-in add-ons and then add \$1.05 in year 1 before GWI

Highlights Packet for Allison Off-Highway Tentative Agreement May 2026

Section 5.2 - Probationary Employees

An employee is a probationary employee without seniority during the first ~~one hundred eighty (180)~~ **one hundred twenty (120)** calendar days worked of his/her employment. Retention of a probationary employee shall be entirely within the discretion of the Company and not subject to review through the grievance procedure. After first ninety (90) calendar days of employment, the probationary employee shall have representation rights for matters arising under the Agreement not relating to termination. If a probationary employee is retained by the Company beyond the probationary period, such employee shall then be a regular employee and shall receive seniority credit from the original date of hire. Additional probationary time may be granted based on mutual agreement between the Company and the Union.

The Company agrees to maintain a new hire orientation program that will include an opportunity for the local Union, for up to one (1) hour, to review orientation material related to Union membership. **During the first year of employment, all new hires will be scheduled for blueprint reading and precision measurement training if required for their job.**

This new probationary period will be effective on the first anniversary of the agreement.

Section 5.10 – Job Transfer Procedure

- a) The Company will make every reasonable effort to assign the person awarded the transfer to the job within thirty (30) days after the employee has accepted transfer, with the understanding that the training required for more complicated machinery/processes may cause the transfer to take longer than thirty (30) days. **An employee who has accepted a job transfer to a higher paying classification shall be paid at the rate of the higher paying classification starting on the payroll period after signing the job transfer. An employee who accepted a job transfer to a lower paying classification shall be paid the rate of his/her higher paying classification until released from his/her current job to the newly awarded job.** Based on operational needs, the Company and the employee may agree to extend the time period.

- f) Employees who exercise their seniority rights to transfer to an open job will waive their right to transfer for a one (1) year period counted from the date of job acceptance. A seniority employee awarded a job through the Job Transfer procedure will be allowed to exercise his/her shift preference ~~immediately~~ **three (3) months** from the day of the job acceptance, **irrespective of the shift preference language in Section 5.13 (d).**

Section 7.4 – Pay Schedule

In cases where a prospective new hire has proven, documentable on-the-job experience on types of equipment and processes used at ~~Dana~~ **Fairfield Lafayette** and demonstrates this experience during the probationary period, the Company will adjust the hire-in-pay upward to compensate for this experience. Such an employee's pay rate shall be in accordance with one of the steps listed above and shall be increased in accordance with the schedule above. **If the Company adjusts an employee's rate of pay to a higher level in the above schedule, the employee will be credited with the hours of actual work associated with that level. To achieve the next rate of pay level, the employee will need to first complete his/her probationary period and then complete 975 hours of actual work. For example, if an employee is adjusted to the Ninety-Five percent (95%) of the maximum rate of the pay grade in the job classification level, the employee will be credited with 3900 hours. To achieve 100% of the maximum rate of the pay grade, the employee will need to perform actual work for an additional 975 hours.**

Start Rate Wage Progression for Assembly and Materials (adjustments effective on same date as maximum rate increases)				
Start	Year 1	Year 2	Year 3	Year 4

\$19.00	\$20.00	\$21.00	\$22.00	Current Top Rate
---------	---------	---------	---------	------------------

Section 7.7 – Shift Premium

Effective following ratification of the ~~2020-2024~~ **2026-2030** agreement and for the life of the contract all employees working shall receive per hour shift premiums as follows:

Second shift **\$0.75** ~~\$.65~~

Third shift **\$0.90** ~~\$.80~~

Any employee currently receiving more than these amounts will continue to receive the higher amount.

Section 7.8 – Additional Pay

An Area Coordinator will be paid an additional ~~\$1.00~~ **\$1.50** per hour. It is understood that Area Coordinators will not have any involvement in making decisions regarding hiring, discharging, and disciplining or any other traditional supervisory function.

Section 7.9 – Training

- c) If designated by the Company as a trainer, an employee shall be eligible for ~~\$1.00~~ **\$1.50** per hour training pay when the following circumstances exist:

Section 10.4 - Safety Shoes

Employees under letter (a) shall be reimbursed in the amount of up to ~~\$756~~ **\$900** during the life of this Agreement

Employees under letter (b) shall be reimbursed in the amount of up to ~~\$1512~~ **\$1800** during the life of this Agreement

Section 10.6 - Safety Glasses

Employees shall be covered in the amount of up to ~~\$100~~ **\$150** per calendar year during the life of this Agreement for the purchase of approved safety glasses.

Section 13.1 - Holiday Schedule

- a) During the term of this Agreement, all full-time, seniority employees are eligible for the following paid holidays in each full calendar year of this agreement: ~~Eight (8) holidays in the remainder in 2020, twelve (12) holidays in 2021, eleven (11) holidays in 2022 eleven (11) holidays in 2023,~~ **twelve (12) holidays in the remainder of 2026, fourteen (14) holidays in 2027, twelve (12) holidays in 2028, thirteen (13) in 2029 and two (2) holidays in 2030.**
- b) Seniority employees are not required to work on contractually designated holidays nor will they be scheduled to work the weekend following or preceding a contractually designated holiday which falls on a Friday or Monday.
- c) **For the July 4th holiday, third shift shall receive July 5th off, except in cases when July 5th falls on a weekend, in such case the third shift shall receive the same holiday as first and second shift.**

Section 13.4 - Holiday Pay Calculation

Employees eligible under these provisions shall receive seven and one half (7½) hours of holiday pay at their hourly base rate, exclusive of night shift premium, overtime premium, and all other additional pay

Holiday	2026	2027	2028	2029	2030
New Year's Day		<i>Friday</i> 1/01	<i>Monday</i> 1/03	<i>Monday</i> 1/01	<i>Tuesday</i> 1/01
Good Friday		Friday 3/26	Friday 4/14	Friday 3/30	Friday 4/19
Memorial Day	<i>Monday</i> 5/25	<i>Monday</i> 5/31	<i>Monday</i> 5/29	<i>Monday</i> 5/28	
Independence Day	<i>Friday</i> 7/03	<i>Monday</i> 7/05	<i>Tuesday</i> 7/04	<i>Wed</i> 7/04	
Labor Day	<i>Monday</i> 9/07	<i>Monday</i> 9/06	<i>Monday</i> 9/04	<i>Monday</i> 9/03	
Thanksgiving Day	<i>Thursday</i> 11/26	<i>Thursday</i> 11/25	<i>Thursday</i> 11/23	<i>Thursday</i> 11/22	
Thanksgiving Friday	<i>Friday</i> 11/27	<i>Friday</i> 11/26	<i>Friday</i> 11/24	<i>Friday</i> 11/23	
Christmas Holiday	<i>Wed</i> 12/23	<i>Thursday</i> 12/23	<i>Monday</i> 12/25	<i>Monday</i> 12/24	
Christmas Holiday	<i>Thursday</i> 12/24	<i>Friday</i> 12/24	<i>Tuesday</i> 12/26	<i>Tuesday</i> 12/25	
Christmas Holiday	<i>Friday</i> 12/25	<i>Monday</i> 12/27	<i>Wed</i> 12/27	<i>Wed</i> 12/26	
Christmas Holiday	<i>Monday</i> 12/28	<i>Tuesday</i> 12/28	<i>Thursday</i> 12/28	<i>Thursday</i> 12/27	
Christmas Holiday	<i>Tuesday</i> 12/29	<i>Wed</i> 12/29	<i>Friday</i> 12/29	<i>Friday</i> 12/28	
Christmas Holiday	<i>Wed</i> 12/30	<i>Thursday</i> 12/30			
New Year's Eve	<i>Thursday</i> 12/31	<i>Friday</i> 12/31		<i>Monday</i> 12/31	
Total Holidays	12	14	12	13	2

Section 14.4 - Vacation Scheduling

- f) Vacation time may be taken in increments of not less than ~~one (1)~~ **one half (.5)** hour.

Section 14.5 - Vacation Shutdown

If the Company decides to have a plant-wide vacation shutdown, employees will be advised **180 days prior to the vacation shutdown dates**. ~~of the shutdown dates by November 1 prior to the vacation year involved.~~ Except for employees scheduled to work during the shutdown, all vacation-eligible employees will be on vacation or can choose unpaid time off for the period of the shutdown. The Company will attempt to notify the Union sixty (60) days prior to the cancellation of a scheduled plant-wide shutdown.

Letter of Understanding #4 Regarding Employee Policies

13) Pay: In cases where there is an error in paying a bargaining unit employee the appropriate amount on his/her paycheck (either too much or too little), the Company will correct the error as soon as possible and in a manner consistent with Indiana state law.

Deductions from an employee's wages to recover overpayments made in error will not be made unless the employee is notified within 45 days of the day the check in question was delivered to the employee. Deductions for overpayments shall be limited to no more than \$150 per paycheck. If the employee is on any type of leave the amount deducted will be postponed until the employee returns to work.

For correcting pay shortages of four (4.0) pay hours or more due to Management error:

- **Management will inform the employee of his/her options to receive his/her shortage in an off-cycle payment or with his/her next regular paycheck, and as necessary submit pay shortage information in the Payroll System prior to the end of the employee's shift.**
- **A direct deposit correcting the shortage will be prepared with the employee's normal tax deductions.**
- **The funds will be directly deposited in the employee's checking account by the end of the ~~next~~ third banking day following submission of the pay shortage information in the Payroll System, and available to the employee pursuant to the bank's deposit rules.**

Section 21.2(a) — Retirement Savings Plan (401 (k) Match):

The Company proposes amending the Allison Off-Highway Hourly Retirement Savings Plan with respect to the Fairfield Lafayette bargaining unit, **to provide, effective January 1, 2027, a 100% Company match of employee contributions up to six percent (6%) of eligible employee earnings.** The Company match will be subject to a three-year vesting period. Any amendments or changes to administrative procedures necessary to implement this proposal will be made in a manner consistent with applicable law.

Remove \$.35 Sub Account contribution effective January 1, 2027.

***Effective January 1, 2027 the \$.35 Sub Account contribution will be phased out and The Company proposes amending the Allison Off-Highway Hourly Retirement Savings Plan with respect to the Fairfield Lafayette bargaining unit, to provide, implement this proposal will be made in a manner consistent with applicable law effective January 1, 2027, a 100% Company match of employee contributions up to six percent (6%) of eligible employee earnings. The Company match will be subject to a three-year vesting period. Any amendments or changes to administrative procedures necessary to. ***

NEW Section 21 (b) — Steelworkers Pension Trust

The parties have agreed in principle on this Section - Contributions of \$1.50 in 2026, **\$1.55** in 2027, **\$1.55** in 2028, **\$1.55** in 2029, and **\$1.55** in 2030 for each contributory hour.

Section 21.3 - Short-Term Disability (Weekly Indemnity)

The Company agrees to amend the STD Plan to extend eligibility to employees after six months of service (subject to other current eligibility requirements), effective January 1, 2027.

Section 21.4 – Long-Term Disability (LTD)

Eligibility for LTD follows STD.

Section 21.5 - Life Insurance and AD&D

No change under the Company-paid Basic Life Insurance and AD&D.

Life Insurance is calculated at 1.5 times an employee's base hourly rate, multiplied by 2080.

Effective January 1, 2027, in the event an employee is unable to work because of physical disability for a continuous period and is approved for leave, the employee will be eligible for Life Insurance for the duration of leave, up to the lesser of the amount of time equal to his/her seniority or four (4) years.

Section 21.6 - Health Care Plan - Hospital, Surgical, Medical, & Dental-

The Company agrees to maintain the current employee healthcare premium contribution amounts for the life of the agreement. Deductibles and co-payments stay the same for the length of the agreement.

SKILLED TRADES SUPPLEMENT

Section 1.1 - Skilled Trades Occupations

The following Skilled Trades Occupations have been established within the Skilled Trades Classification and are defined as follows:

Apprenticeable Occupations

Machine Repairer
Pyrometer and Instrument Repairer Technician
Electrician
Millwright
Toolmaker
Industrial Welder
Air Conditioning and Refrigeration Mechanic

Cutter Grind

Non- Apprenticeable Occupations

~~Cutter Grind~~
Met Lab Technician

Employees in such Occupations will also be referred to herein as Skilled Trades employees either apprenticeable or non-apprenticeable.

Section 1.10 - Skilled Trades - Job Bidding

Except for employees who were displaced due to a layoff or downsizing from skilled trades classifications, employees (**other than journeymen**) who exercise their seniority rights to move to an apprenticeship, journeyman, or non-apprenticeable job opening within the Skilled Trades will waive their right to bid on another job posting for a period of ~~eight years~~ **one (1) year** counted from the first day of acceptance of the job. Employees who exercise their transfer rights will waive their right to bid within their new classification or transfer for a period of ~~eight years~~ **one (1) year** counted from the first day of acceptance of the job. **In the case of a journeyman, the periods above will be eight (8) years instead of one (1) year.**

Section 3.5 - Skilled Trades Trainers

There may be certain employees in the Skilled Trades Occupations designated as Trainers. These Trainers shall be selected by the **Joint Skilled Trades** Committee and shall be paid ~~\$1.00~~ **\$1.50** per hour above their hourly rate for as long as they function as Trainers.

Section 4.1 - Working Conditions

- l) Employees within the Apprenticeable Skilled Trades Occupations shall receive a payment ~~\$1400~~ **\$1,500** during each year of this Agreement, to replace and/or purchase needed tools by August 31, 2026, **April 1, 2027, April 1, 2028, April 1, 2029, and April 1, 2030**. Employees who work less than all of a calendar year will receive a pro-rated amount of the tool allowance. **The Company agrees to continue the tool allowance payment to the Non-apprenticeable Skilled Trades employees who receive the allowance as a result of the 2020 LOU (those entering into Non-apprenticeable trades following 2020 are not eligible).**

Section 5.3 – Additional Pay

Team Leaders shall be eligible for an additional ~~\$1.00~~ **\$1.50** per hour.

- c) ~~Maintenance Technician—The Maintenance Technician will perform work activities according to a job description developed by the Company and Union. These work activities may include, among other things, repairing equipment/ facilities, performing process troubleshooting, resolving complex technical or quality issues, evaluating and improving processes, and responsibility for training other employees. Requires in depth knowledge and experience in skilled trades procedures, safety procedures, and quality processes and procedures. No maintenance technician will be named without review of his/ her qualifications and written approval by the Plant Manager and Human Resources Manager.~~
- d) ~~Maintenance technician positions are not subject to the job transfer procedure and will be selected by the Company. Maintenance Technicians will be paid an additional **\$1.00 per hour**. Employees receiving additional pay as either Team Leader or Maintenance Technician shall not be entitled to both additional pays. It is understood that Team Leaders and Maintenance Technicians will not have any involvement in making decisions regarding hiring, discharging, disciplining or any other traditional supervisory function. **(Roll into base rate)**~~
- e) ~~Any Skilled Trades employee possessing a bona fide UAW Journeyman Card will be eligible for **\$3.00 per hour** additional pay **(Roll into base rate)**~~

Letters of Understanding

Letter of Understanding – Foreseeable Extended Daily Overtime Guidelines Agreement

The Company and Union want to extend this agreement on Foreseeable Extended Daily Overtime guidelines.

Every reasonable attempt will be made to offer weekend overtime before posting for Foreseeable Extended Daily Overtime.

- Extended Daily Overtime will be scheduled based on the Company's operational requirements.
- Every reasonable effort will be made to **schedule post** Foreseeable Extended Daily Overtime requirements by **the end of the** shift Wednesday for the following week(s). **When Foreseeable Extended Daily Overtime requirements are posted, the Company will also post a sign-up sheet.**
- **Every reasonable effort will be made to schedule Foreseeable Extended Daily Overtime by the end of the shift Friday for the following week(s). The schedule will list anticipated *employee assignments and hours to be worked.* The anticipated assignments and hours to be worked may change, depending on the circumstances.**
- Where possible and practicable, Management will first attempt to satisfy overtime requirements from volunteers in the department and on the shift.
- Volunteers from other departments will be considered provided they are able to do the work required in a normal and average manner.
- Where the Company is unable to satisfy its needs under the foregoing procedure, the least senior employee(s) in the classification, department and shift will be required to accept the assignment.

The agreement will be effective through ~~May 22, 2026~~ **May 24, 2030.**

Letter of Understanding - Clinic Agreement

The Company agrees to make a reasonable effort to maintain the Clinic at the Dana Lafayette facility.

The agreement will be effective through ~~May 22, 2026~~ **May 24, 2030.**

Letter of Understanding – Leaving Facility for Clean-Up

Agreement

For purposes of Article 19, General Provision #5, if an employee, after notifying their manager and receiving advanced approval from the manager, chooses to leave the facility to clean up, they will be required to clock out. The employee will be paid for up to two hours for such offsite clean up time, provided they promptly report such time to the manager upon returning to the plant.

Either party may cancel this Letter of Understanding by providing written notice, with reason why, to the other party within the 30 calendar days following the first anniversary of the 2026-2030 collective bargaining agreement. If it is not canceled during that 30-day window, this agreement will expire May 24, 2030.

Ratification Bonus

\$2,000 ratification bonus to all bargaining unit employees employed as of ratification, paid no later than the last payroll period of the month following ratification. This is contingent on the bargaining unit ratifying a new contract on the first vote.