



GARY R. JONES, *PRESIDENT* RAY CURRY, *SECRETARY-TREASURER*
VICE-PRESIDENTS: TERRY DITTES • CINDY ESTRADA • RORY L. GAMBLE

January 17, 2019

To: All UAW Navistar, Inc. Local Union Presidents and Shop Chairpersons

RE: **UAW Navistar, Inc. Ratification Payouts**

Dear Union Brothers and Sisters:

Due to recent disputes regarding the ratification votes of the UAW-Navistar Main Labor Agreement and its Local Agreements, the parties have reached agreement on the following clarifications regarding the necessary timing required to meet the payouts to bargaining-unit members as follows:

1. The deadline for the Union membership to ratify the tentative agreements is extended to January 19, 2019 at 11:59 p.m.
2. The deadline for the Company to payout the Special Lump Sum (Par. 1B) for any eligible employee is extended to January 31, 2019.
3. The deadline for the Company to payout the Year 1 Lump Sum (Par. 1C) for any eligible employee is extended to February 7, 2019.
4. As previously discussed between the parties, any Year 1 AIF that is due to any eligible employee will be implemented retroactively to October 1, 2018 (or for new hires since then, to the date of hire).
5. Employees who are eligible for a Year 1 AIF will be paid a lump sum to cover the retroactive piece no later than February 7, 2019.

If you have any questions, please contact your Local Union Representative.

In solidarity,

A handwritten signature in black ink that reads "Ray Curry". The signature is written in a cursive, flowing style.

Ray Curry
Secretary-Treasurer and Director
UAW Heavy Truck Department

RC:mal
opeiu494

cc: Tim Bressler, Executive Administrative Assistant to the Secretary-Treasurer
John Eblin, Assistant Director, Heavy Truck Department
Gary Jones, President
Dave Stalnaker, Administrative Assistant, Heavy Truck Department
Mike Stone, Chief of Staff
All Navistar Regional Directors
All Navistar Assistant Regional Directors
All Heavy Truck Department Staff
All Navistar Regional Representatives