

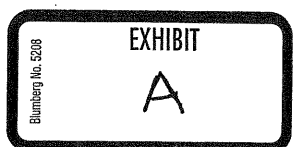
Tentative Agreement By and Between Freightliner LLC and UAW for the Purpose of Establishing a Card Check Procedure

1. The UAW will designate the production and maintenance bargaining unit to be represented. Issues related to hourly employees not in production or maintenance will be resolved in advance by the Parties.
2. For purposes of determining the number of employees that constitute a majority of the bargaining unit, the employee population will be composed of only those employees on the Company's active payroll at the time the bargaining unit is designated.
3. The demonstration of majority support within the proposed appropriate bargaining unit shall be by a card check procedure as described below.
4. If the card check verifies majority support, Freightliner will extend recognition voluntarily to the UAW without an NLRB election and will engage in good faith collective bargaining subject to the attached preconditions.
5. "Majority" is defined as support for the UAW by 50% + 1 of the employees within the unit.

Card Check Procedure

- A. Freightliner and the UAW will jointly develop a card that explicitly designates the UAW as the signer's bargaining representative at the specific location of the proposed unit. The employee's printed name and full signature will be required.
- B. Freightliner and the UAW will jointly present an initial information program that explains the card check procedure to employees. In advance of the meeting, a letter from Freightliner will be sent to all employees explaining the card check Agreement and process that will be used - including the date and time of meetings to be held in the Plant. Attendance at these meetings will be compulsory, with pay, during working hours. At the conclusion of the informational program, the designation cards will be distributed to the active employees of the designated bargaining unit.
- C. Freightliner and the UAW will designate a Neutral whose duties shall be:
 - (1) Collect signed cards completed by the employees
 - (2) Validate signatures against the employee's W-4 form
 - (3) Confirm from a list provided by Freightliner that employees were active at the time the bargaining unit was designated
 - (4) Count all valid cards and decide whether a 50% + 1 majority was reached

Card Check Procedure



Continued:

- D. During an organizing campaign, employee participation in on-site, mutually agreed upon UAW information meetings will be voluntary and without pay.
- E. Organization campaigns shall begin on a mutually agreed upon date and shall end two weeks thereafter with a card count event conducted by the Neutral.

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- 6. If a majority of 50% + 1 is not attained by the UAW as determined by the Neutral, the UAW agrees that it will not campaign again at that location until 12 months have lapsed.
 - 7. If employees from other Company locations are used to campaign, their absence from their normal job duties will be scheduled so as not to interfere with production at their home plant.
 - 8. During organizing campaigns, the UAW will have reasonable access to the employees during the workday in non-work areas, including parking lots, building entrances and exits, break areas, smoking areas, cafeterias, and hallways.
 - 9. The UAW agrees that it will make no public (written or verbal) negative comments about Freightliner or its management or its products. Management agrees that it will not make any negative comments (written or verbal) against the UAW.
 - 10. During organizing campaigns, neither Freightliner nor the UAW will make any statements to the press unless the text of such press statements is jointly agreed upon in advance.
 - 11. The provisions of the DaimlerChrysler Neutrality Agreement will remain in effect.
 - 12. During organizing campaigns, the UAW International and Local Union organizers will do their utmost to ensure there are no production interruptions related to the card check procedure.

Agreed:

 12/11/02
For Freightliner LLC

 12/16/02
For the UAW