

Memorandum Of Agreement

between

Harley-Davidson Motor Company

And

**Tyson Lodge, No. 175, International Association of Machinists and Aerospace Workers
(IAM)**

This Memorandum of Agreement (“MOA”) is between Harley-Davidson Motor Company (hereinafter “the Company”) and Tyson Lodge, No. 175, International Association of Machinists and Aerospace Workers (IAM)

I. PURPOSE & SCOPE

The purpose of this MOA is to clarify the process for the Company’s collection of Union dues, adjusting the deduction of dues from a monthly to a weekly basis.

II. IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT:

- a. The language in Article 5 Section 3 of the current Collective Bargaining Agreement (CBA) shall be amended and the new language shall read as follows:

Section 3

The deduction for a given month shall be deducted from the Company's payroll payments in the next succeeding month following receipt of such cards. The Company will make such deductions from the earnings of the employee from the first four pay periods of the month. Should any member have no earnings or insufficient earnings, the deduction will be deducted from the next succeeding pay period(s) that earnings are due.

- b. This change shall be effective February 1, 2023.

III. EFFECTIVE DATE AND SIGNATURE

This MOA shall be effective upon the signature of Company and Union authorized officials.

The Company and the Union indicate agreement with this MOA by their signatures.

M.O.U. VOTE

ON 1/15/23

For the Company:

For the Union

Signature

Date

Signature

Date