

~~practicable to do so, in the performance of work which they have historically performed to produce its product and perform its services.~~

While AAM intends to provide this opportunity to its skilled trades workforce, the parties agreed that prolonged schedules involving substantial overtime were not in the best interest of associates or the Corporation and, as a result, AAM must consider the availability of its skilled workforce, to include refusal rates, when planning projects and scheduling potential overtime. The parties are expected to work out acceptable means by which Management will have reliable information as to the hours associates will work when planning such work schedules.

Accordingly, the Corporation states that it will make a reasonable effort to avoid contracting out work which adversely affects the job security of its associates and that it will utilize various training programs available to it, whenever practicable, to maintain employment opportunities for its associates consistent with the needs of the Corporation.

Very truly yours,

Patrick J. Paige John Jerge
Vice President, Human Resources

[See Par. (42)(a), (183)(a)-(e)]
[See App. F, F2]
{See Dec. 58}

AMG
DMA