

See Memorandum of Understanding World Class Skilled Trades

APPENDIX F-2

~~AMERICAN AXLE & MANUFACTURING, INC.~~

February 25, 2004

~~International Union, UAW
Solidarity House
8000 East Jefferson Avenue
Detroit, Michigan 48214~~

~~Attention: Mr. Cal Rapson
Vice President and Director
AAM UAW Department~~

Gentlemen:

~~During the current negotiations the parties discussed the special procedure for processing subcontracting grievances as provided by Paragraphs (42)(a) and (46).~~

~~The parties agreed that should the Director of the AAM Department of the International Union elect to handle such a case pursuant to Paragraph (42)(a)(2), and refer it back to the Appeal Committee for negotiation pursuant to Paragraph (117), such negotiations shall be limited to the issues defined in the written record of the case.~~

~~Very truly yours,~~

~~Patrick J. Paige
Vice President, Human Resources~~

[See App. F, F1]