

~~FURNISHING WORK ELEMENTS - STANDARDS CASES~~

~~Inter-Organization~~

~~AMERICAN AXLE & MANUFACTURING, INC.~~

DATE: ~~February 25, 2004~~

SUBJECT: ~~Furnishing Work Elements -
Standards Cases~~

TO: ~~All General Managers
All Personnel Directors~~

~~During current negotiations, AAM informed the International Union, UAW that it was its intention to republish the Corporation's letter concerning Furnishing Work Elements - Standards Cases. The text of that letter is as follows:~~

~~"During past negotiations the parties discussed at length the Union's charges that there were occasions when the work elements of a job requested by the Committeeman pursuant to Paragraph (79) were not furnished in a timely manner."~~

~~"The Corporation and the Union have reaffirmed their mutual determination to adhere to the spirit and intent of Paragraph (79). In addition, there is agreement that in nearly all cases a more expeditious settlement of grievances can be reached when there is prompt and full exchange of pertinent information. In this regard the text of Paragraph (79) of the AAM-UAW National Agreement provides that the work elements of a job in dispute will be furnished 'without undue delay.' It is recognized by the Union that there will be occasions when due to production acceleration, volume of production standards grievances filed, etc., the information requested by the Committeeman cannot be furnished as promptly as under normal circumstances."~~

~~"We have advised the Union that the words 'without undue delay' mean as soon as reasonably possible under circumstances existing at the time the request is made for the work elements of the job."~~

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

SUBMITTED TO UAW: APR 14 2008

INITIALED BY PARTIES: *[Signature]* *[Signature]*