

Doc No. 54

~~ASSOCIATE TRANSFER OR RE ASSIGNMENT~~

~~Inter-Organization~~

~~AMERICAN AXLE & MANUFACTURING, INC.~~

Date: ~~February 25, 2004~~

Subject: ~~Transfer or Re Assignment of~~  
~~Associates~~

To: ~~All Personnel Directors~~

~~During the negotiations resulting in the 2004 UAW-AAM National Agreement, the parties discussed the claim raised by the Union prior to March 1, 1994, regarding associates being transferred or re-assigned to 'less-desirable' jobs because they initiated complaints regarding production standards or discipline. In addition, in the case of probationary associates, the Union stated that some were separated because they initiated production standards complaints.~~

~~It is important for AAM to retain its right to transfer associates in order to maintain and improve efficiency in our operations. It is also important to respect the right of associates to file legitimate grievances regarding production standards or disciplinary action.~~

~~The International Union has been advised that we do not consider it proper to transfer, re-assign or separate associates because they file such grievances.~~

~~It is expected that this position will be given your full support and that of your Management organization.~~

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

~~[See Par. (76), (79)(b)]~~

APR 12 2008

SUBMITTED TO UAW: FEB 20 2008

INITIALED BY PARTIES: ES/DMA

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