

WORK ASSIGNMENTS - SKILLED TRADES
AMERICAN AXLE & MANUFACTURING, INC.

~~February 25, 2004~~2008

Mr. ~~Cal-Rapson~~Jimmy Settles
Vice President and Director
AAM-UAW Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. ~~Rapson~~Settles:

During these National Negotiations, the parties discussed at length the necessity for the Corporation to become competitive in all aspects of the business. Among the issues discussed were the existing skilled trades classification structure, work rules, and past practices.

~~With regard to the skilled trades classification structure, the Union expressed concern over apprenticeable skilled trades classifications being consolidated. In this regard, the Corporation observed that it will not dictate consolidation. The Parties share a mutual desire to have the most flexible workforce in the industry. Therefore the Parties strongly encourage each location to review their current classification structure for the purpose of obtaining world class benchmarks. apprenticeable skilled trades classifications to its plants. The Corporation advised, however, that they intend to rely on the currently apprenticeable skilled trades classifications as the basis for our skilled classification structure moving forward. Competitive advantages of a review of skilled trades classifications at any American Axle & Manufacturing, Inc., facility must be weighed and determined by the local parties in view of all attendant circumstances at that location. Appropriate training plans necessary to accomplish any consolidations must be submitted in a timely manner for approval by the AAM-UAW Skilled Trades and Apprentice Committee.~~

With regard to work rules and past practice, the Corporation stated that many plants feel hampered in their efforts to enhance competitiveness in today's environment by historically restrictive practices which originated at a time when competition was less threatening. In recent years, the Corporation has experienced competitive pressures and financial losses that have required the parties to address uncompetitive work practices. ~~Given recent improvements in the area of job security, the need for such stringent work rules and delineation of job responsibilities has been reduced.~~

~~Therefore, the National parties concur that local Management and local Unions shall review existing work rules and practices, especially in the area of Lines of Demarcation, to insure that only those necessary to protect the safety of associates, the integrity of the skilled trades, and the efficiency of operation in today's competitive environment are carried forward. Incidental, overlapping, and other minor access type work is encouraged and should be discussed and handled locally consistent with sound business judgment. This~~

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