

Doc. No. \_\_\_\_\_

NEW  
EXISTING NONSTRATEGIC SKILLED TRADES WORK  
AMERICAN AXLE & MANUFACTURING, INC.

Date

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

Dear Mr. Settles:

As a result of extensive discussions and a review of the Corporation's competitive position, the parties are in agreement to strongly encourage each location to address certain skilled trades work assignments. The local parties should jointly explore opportunities to exit those work elements in a manner most conducive to their operation, and reassign the skilled trades associates to work more in line with the manufacturing and engineering process while reducing the need for subcontracting.

The following is a list of work assignments appropriate for the local parties to discuss. It is understood that an agreement to exit the identified work elements will be accomplished through a jointly agreed upon transition process.

Any additional work assignments identified by the local parties must be agreed to by the National Parties.

Furthermore, as discussed between the parties, the intent of this document is that implementation of the commitments contained herein shall not result in the immediate and/or direct layoff of skilled trades associates.

**Construction**

- Building construction – projects including refurbishing offices, restrooms, cafeterias, mezzanines, classrooms, auditoriums
- Demolition of buildings – whole and partial (once bargaining unit has completed their recognized pre demolition work)
- Decommissioning of a building (non environmental): After all plant requested assets have been removed and an auction has been conducted (if applicable) – and remaining assets are sold to a demolition contractor

**Painting/Glazing**

- Signage/stenciling, facility/building painting, structural/equipment/production aids painting, aisle/parking lot striping, rack/container painting, piping, platforms

**Carpentry**

- Crating, hanging signs/banners, platforms, benches, catwalks, racks, tables, drywall
- Repair/replace office furniture, tables, cabinets

**Building Envelope Maintenance**

- Major repairs/replacement: walls, floors, windows, doors (e.g., dock, roll-up doors, pedestrian)