



NORTH AMERICA

UNITED STATES OF AMERICA

Detroit Manufacturing Complex

VIA FEDERAL EXPRESS

December 21, 2011

Mr. Bob King
President
International Union, United Automobile, Aerospace
and Agricultural Implement Workers of America, UAW
8000 East Jefferson
Detroit, MI 48214

Ms. Gloria Morgan
Regional Director, UAW Region 1
27800 George Merrelli Drive
Warren, Michigan 48092

Mr. George McGregor
President, UAW Local 22
4300 Michigan Avenue
Detroit, Michigan 48210

Mr. Don Measel
Chairman, UAW Local 22
4300 Michigan Avenue
Detroit, Michigan 48210

Re: Notice of Closing of American Axle & Manufacturing, Inc.'s
Detroit Manufacturing Complex

Dear Sir/Madam:

This letter is written pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 et seq., to notify you that, as previously announced, American Axle & Manufacturing, Inc. ("AAM") plans to cease production operations at the Detroit Manufacturing Complex, located at 1840 Holbrook Detroit, Michigan 48212 ("DMC"), on February 25, 2012, at which time the plant will be permanently closed. Some dismantling of equipment and machinery

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will occur after the closing of DMC. The closing of DMC will result in permanent position eliminations of employees in the UAW local bargaining unit and will be in accordance with contractual requirements. Prior to the plant closure we are prepared to effects bargain with the UAW. Although there are bumping rights in the current collective bargaining agreement, we expect little or no bumping in as much as the entire plant is closing at once.

It is currently anticipated that the position eliminations associated with the closing of DMC will occur during the 14-day window period beginning February 25, 2012. These position eliminations will be permanent and will affect all 261 UAW-represented employees. A list of the affected positions and the number of the employees in those positions is attached.

The information and notice in this letter are based on the best information currently available. Various factors may change the timing of the plant closing and termination of the bargaining unit employees affected by the plant closing. We will keep you informed of any significant changes to the information above if and when such changes occur.

For further information regarding the closing of DMC, please contact me at (313) 758-3115.

Sincerely,

Jackie Jones

Manager, Human Resources

Attachment

CC:

Ms. Stephanie Beckhorn
Workforce Development Agency
State of Michigan, Department of Labor
201 North Washington Square
5th Floor
Victor Office Bldg.
Lansing Michigan 48913

261
layoffs
1840 Holbrook
Detroit



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Detroit Manufacturing Complex

Mr. Dave Bing
Mayor, City of Detroit
Coleman A. Young Municipal Center
2 Woodward Ave, Suite 1126
Detroit, Michigan 48226

**NORTH AMERICA****UNITED STATES OF AMERICA****Detroit Manufacturing Complex****LIST OF AFFECTED POSITIONS**

<u>Positions Affected</u>	<u>Number of Affected Hourly Employees</u>
Quality Mechanical Technician	69
Senior Quality Mechanical Technician	23
Quality Mechanical Technician Linkage	59
Factory Support	30
Factory Support D	1
Electrical	16
Machine Repair	15
Mechanical Technician	18
Facilities Maintenance	12
Toolmaker – Tool & Die	13
Toolmaker	2
Shot Blast Operator	1
Inspector Layout – Lead Chkr	1
Truck Repair – Gas & Electric	1