

Aerospace District Lodge 837

International Association of Machinists and Aerospace Workers, AFL-CIO

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May 6, 2014

Dear Brothers and Sisters at GKN,

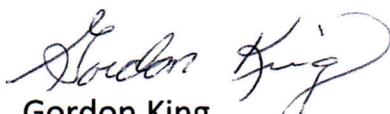
In a recent meeting with GKN site leadership, your District Staff has been notified of GKN's intent to enter into sub-contract arrangements that affect Sheet Metal and Composite parts that are currently being produced at GKN in St. Louis.

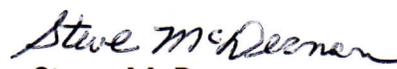
During these broad based discussions on various issues, led by Senior Director of Human Resources Julie Natsch, the Company invoked Article 28 SUBCONTRACTING OFFSET AND SUBCONTRACTING ARRANGEMENTS of our current Collective Bargaining Agreement. That action started a process ***"to enable the Union to suggest competitive alternatives which might allow the retention of work within the bargaining unit, the Company will, at least sixty (60) days prior to signing any agreement to subcontract work currently being performed by bargaining unit employees, provide notice to the Union of its plans to subcontract work which would directly result in the displacement of bargaining unit positions."***

While vague at this point, per this language, upon receipt of the Company's plans the Union will explore possible alternatives which may allow retention of this work. District 837 will utilize all available resources starting with detailed information requests to help abate this attack on our unionized workforce. As always, their focus is on reducing labor costs to help maximize their profits. They neglect to acknowledge your past sacrifices, hard work, and other significant contributions to lower those labor costs which have made the Company more competitive in the near and long term future.

With these unfortunate developments, it is our duty to inform the membership of GKN's intent to accelerate their stated long term goals. During these challenging times we must put aside our differences and stand united as one. Rest assured that all of District 837's staff will be working tirelessly together with all of its resources to fight this battle for our very existence.

Fraternally,


Gordon King
PDBR, District 837


Steve McDerman
ADBR, District 837