

Brothers and Sisters,

In a few months, the company and our union will begin contract negotiations. Your Membership Retention Committee wants to remind you of the recent past and what our local and the USW International have accomplished since Dana filed for Chapter 11.

In November 2006, Dana approached our Unions with a proposal to eliminate all retiree health care on April 1, 2007. Dana reduced its obligations to non-union retirees from more than \$330 million to \$73 million.

In December 2006 and January 2007, Dana presented proposals for modifying our contracts including increasing health care costs, lowering wages and adding another tier starting at \$11.05.

In June 2007, in conjunction with the DUC, our local reached a new agreement with the company including:

**No wage cuts for hourly workers.** The company initially demanded substantial wage cuts and other demands,

**\$500 million in new investment** by Centerbridge partners, an investment firm recruited and recommended by the UAW and USW.

**Employment security**—unprecedented sourcing commitments for UAW and USW plants that ended a long-term shift of work to non-union facilities.

**Retiree health care**—a \$784 million commitment from Dana to establish VEBAs for USW and UAW retirees.

**Health care for active workers**—protected at legacy and non-legacy plants. The cost sharing was reduced from company demands.

**Buyouts** were offered for retirement eligible employees.

Dana pension was frozen and taken over by the Steelworkers Pension Trust.

**Remember: United we bargain, divided we beg!**