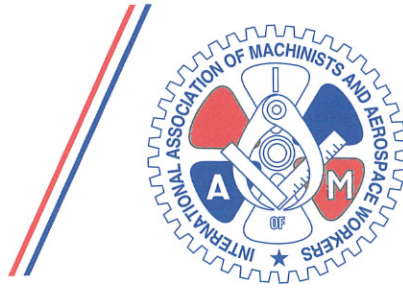


**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE INTERNATIONAL PRESIDENT

September 11, 2017

Subj: IAM - Harley Davidson Partnership Meeting

TO ALL IAM MEMBERS EMPLOYED BY HARLEY DAVIDSON:

Pursuant to our discussions today, I believe it is in the best interest of the IAMAW to withdraw from our Partnering Agreement with Harley-Davidson. Our Membership and others have sent a clear message on this point.

It has become apparent to me that for the last seven years Harley-Davidson has been and continues to systematically dismantle its hourly workforce through various means, such as:

- Utilizing casual/temporary employees at the expense of the full time hourly employment (SURGE)
- The construction of foreign Harley-Davidson factories in India, Thailand and Brazil to produce motorcycles further eliminating American jobs
- Sourcing of work to third party providers

Our members continue to suffer as do the local communities they reside in with regard to layoffs. The Partnership Agreement has been ineffective since 2010. There is no consensus decision making process for our local leadership to work with management. It is a sad day that our relationship has come to this point.

I truly hope that in the future a new direction is taken to create success within this Company and that the leadership team actually values the thoughts and input of their employees. That Harley-Davidson is once again an American icon that demonstrates how labor and management work together successfully. Unfortunately, much work must be done. Stay Strong and God Bless.

Fraternally,

Robert Martinez, Jr.
INTERNATIONAL PRESIDENT

CC:

R. Wallace, GVP
J. Conigliaro, GVP
P. Gruber, GVP
C. Norman, Dir.
R. Miller, DBR – DL 98
R. Orr, BR – DL 98

J. Capra, DBR – LL 778
A. Hoekstra, DBR – DL 10
S. Parr, BR – DL 10
B. Zarilla, PR – LL 175
K. Amos, PR – LL 176
B. Mortenson, RS – LL 78