

The Association.



THE TWU-IAM ASSOCIATION

May 27, 2016

Sisters and Brothers,

The Association Fleet Negotiating Committee met with the company during the week of May 23rd in Dallas. Although we have not reached tentative agreements on specific, open joint contract articles, we have worked very hard and have made progress. When we exchanged our initial proposals with the company regarding open articles, we found several differences that needed to be resolved. As the process has moved forward, we have resolved several of them. We've made substantial progress on open articles are closer to achieving tentative agreements on these important joint contract provisions.

This week the Fleet Negotiating Committee reached TAs on the following articles:

- Furlough Benefits (formerly “Severance Allowance”) – We were able to reach an agreement with enhancements for Association members.
- Termination of Employment – This article was removed from the TWU agreement and language has been inserted into the new Collective Bargaining Agreement.
- Shift Trades – After multiple exchanges with the company, we achieved a comprehensive agreement on this article.

Thus far, the Fleet Committee has tentative agreements on the following Articles:

| | | |
|--------------------|----------|----------------------|
| Shift Differential | Preamble | Training, Travel Pay |
|--------------------|----------|----------------------|

| | | |
|----------------------|----------------------|----------------------------|
| | | and Meal Per Diem |
| Grievance Procedures | Leaves of Absence | Meal Periods |
| Representation | Field Work | System Board of Adjustment |
| Uniforms | Absence from Duty | No Strike No Lockout |
| Fitness for Duty | Bulletin Boards | Probation |
| Safety and Health | Purpose of Agreement | Termination of Employment |
| Shift Trades | Furlough Benefits | |

Our next negotiating session is scheduled for the week of June 13th, and the next three weeks thereafter.

Fraternally,

Mark Baskett

Mike Fairbanks

Pete Hogan

Tim Hughes

Mike Mayes

Steve Miller

Brian Oyer

Pat Rezler

Art Risley

Andre Sutton

Rodney Walker

Bill Wilson