

The Association.



THE TWU-IAM ASSOCIATION

June 24, 2016

Sisters and Brothers,

In other news this week, the TWU-IAM Association met this week in Washington D.C. to continue the seniority integration process. This follows efforts that began with our joint TWU-IAM seniority committee who met last November. The work of that committee initiated the seniority integration process and identified issues and differences in need of further attention in order to reach final integrated seniority lists.

Based on the committee's work and in order to establish final fair and equitable seniority lists, the Association decided to obtain assistance from an experienced and nationally recognized Neutral to analyze, make recommendations and, if necessary, decide seniority issues in accordance with our earlier seniority integration commitments and agreements.

To conduct this comprehensive analysis and to create final integrated seniority lists, the Association has obtained the services of Joshua M. Javits. Javits is a former Chairman and member of the National Mediation Board, member of the National Academy of Arbitrators and a neutral on the labor arbitration panels of the American Arbitration Association and the Federal Mediation and Conciliation Service. Mr. Javits has unrivaled practical experience issuing reports and recommendations regarding the fair and equitable integration of seniority.

Mr. Javits will review and analyze the seniority committee's work thus far, will gather information from the Company and will work with the Association to prepare final integrated seniority lists.

Javits will introduce himself to the Association membership in his own communication to you. There, he will further describe his responsibilities in this process and how input from members can be provided to him. Also, he will advise of the process to protest one's placement on the list(s), once issued, in order to make corrections where errors may have occurred.

Fraternally,

A handwritten signature in black ink that reads 'Timothy J. Klima'.

Timothy J. Klima
Association Representative, IAM

A handwritten signature in black ink that reads 'Alex Garcia'.

Alex Garcia
Association Representative, TWU