The current collective bargaining agreement is amendable June 01, 2019.

• In April, the Company inquired about starting informal conversations to get the process moving forward.
• We informed them it would be best to wait until after the elections.

Next Steps
• Committees
• Training
• Identifying resources
  – Internal
  – External
Committees
A correspondence went out on May 03 informing everyone of the different committees we envision being active during negotiations and the opportunity to volunteer.

Expectations
• Commitment
  • Estimated “volunteer time” an average of 2 to 3 days a week, depending on the stage of the negotiations.
• Ability to work individually and cohesively as a team
• Ability to meet deadlines
• Confidentiality commitment required.
**Negotiation Committee**
The committee will be comprised of members with diverse abilities that will be able to function together as a cohesive team and work closely with the Board of Directors.

**Survey Committee**
Responsibility will be to review and recommend the best platform for conducting survey(s). This team will also help develop the survey questions as well as compile the responses.
Research Committee
Responsibility will be to provide research, analysis, clerical and liaison support for the Board and the Negotiation Committee. This will at a minimum include reviewing contracts, economic status and demographic information.

Education Committee
Responsibility will be to work with our Communication Committee to keep our members properly informed on industry trends, our goals and current status.
**Communication Committee**
Responsibility will be to maintain regular and timely communication with our members.

**Solidarity / Campaign Committee**
Responsibility will be to help the Board by contributing ideas for slogans, merchandise and activities to promote unity, membership, and encourage solidarity.
Training

- The Executive Board and Negotiation Committee will go through negotiation training once the elections are final.
  - Presently we are reviewing four different training courses and we will select one soon.

Resources

- Identify internal resources (IT, clerical, etc.)
- Outside resources
  - Professional economist
  - Other Union colleagues
We Have Been Listening

- **Compensation**
  - Pay scale
  - Pay buckets

- **Retirement**
  - 401k
  - Profit Sharing
  - Medical

- **Schedule**
  - Rotation Options
  - Bidding Process
  - Reserves Schedule
We Have Been Listening

- **Vacation**
  - Vacation Awards

- **Benefits**
  - Sick leave
  - Maternity
  - Medical
  - Dental
  - Vision
  - Life insurance
  - Disability insurance
  - Accidental death insurance
We Have Been Listening

- **Workload**
  - Standard Desk Work Load
  - Irregular operations
  - Charters
  - International
  - ETOPS

- **Seniority**
  - Classifications
  - Leadership

- **Professionalism**
Please reach out to any TWU LOCAL 550 Board Member with any questions or any details/clarifications you may have from this presentation.