

The Association.



THE TWU-IAM ASSOCIATION

September 20, 2024

To all M&R, MLS, MCT, and MTS Sisters and Brothers:

As posted previously, the Association leadership met with the company on September 18th and 19th. After lengthy discussions regarding the industry's top wages, the company presented the Association leadership with the economic offer for our Members.

The Association leadership later on September 19th provided your Negotiation Committee the wage details. We reviewed the economic offer from the company, and we are pleased to announce that the final wages, across the board, will bring all of our Members back in line with the rest of the industry.

Please find attached the breakdown of the final offered chart rates and adjusted premiums.

We believe it is important to recognize that the process of getting the wages of our Members back in line with the industry was very quick, taking less than eight weeks total from the initial request from the company to reaching a Tentative Agreement on this wage focused extension.

Your Negotiation Committee is pleased to have unanimously voted to bring the final offer back to the Membership for a ratification vote.

The next step in the process is for your Negotiation Committee Members to schedule in-person and Zoom meetings so that we can provide you the opportunity to ask questions and provide input prior to the ratification vote.

Details on the schedule and balloting process for the ratification will be coming once they have been arranged.

Your unified TWU/IAM Association Negotiation Committee