



International Association of Machinists and Aerospace Workers Local Lodge 16

HBS SHIFT GIVEAWAY/SHIFT TRADES

December 10, 2013

Dear Brothers and Sisters:

I raised your concerns over the recent HBS Shift Giveaway/Shift Trade issue with the employer who agreed today to return to the previous status quo.

The employer will consider shift trades for HBS on an individual bases, please guide yourself accordingly in maintaining your certification by working the prescribed PBS requirements.

Further the parties have agreed to meet in the New Year through the Labor Relations Committee to review the present process and if need be develop a clear process and parameters to address the concerns of both parties.

This process will involve your feedback, suggestions and input.

In Solidarity,

Chris Thompson

Chief Shop Steward