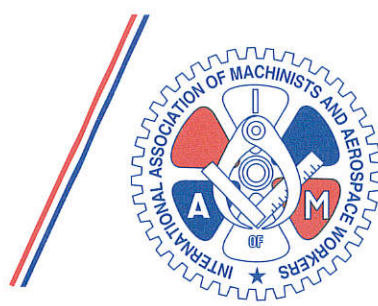


**International  
Association of  
Machinists and  
Aerospace Workers**



9000 Machinists Place  
Upper Marlboro, Maryland 20772-2687

Area Code 301  
967-4500



November 27, 2018

Re: Vertex Aerospace – Unilateral Changes  
to Health Insurance Plans

via email [jeffrey.goerke@vtxaero.com](mailto:jeffrey.goerke@vtxaero.com)  
and First-Class Mail

Jeff Goerke, Director, Labor Relations  
Vertex Aerospace LLC  
555 Industrial Drive South  
Madison, MS 39110

Dear Mr. Goerke:

IAM District Lodge 75 Directing Business Representative Tony Bishop has asked me to respond to your November 25<sup>th</sup> Memorandum to IAM-represented employees in which you state that the current health-insurance benefit plan for these employees will expire on December 31<sup>st</sup>, and you urge employees to enroll in a substitute (and vastly inferior) plan “so that regardless of how the health care negotiations between Vertex and the union are ultimately resolved, you and your family will not risk having any lapse or interruption in health care coverage.”

Glaringly absent from any mention in your Memorandum is the undisputed fact that none of the collective bargaining agreements for these units expire on December 31<sup>st</sup> and that the obligations of those agreements (including the obligation to continue the current health insurance) remain legally binding upon Vertex. Discontinuance of the current health insurance, therefore, will constitute a blatant violation by Vertex of its contractual obligation, a breach which will cause immediate and substantial harm to members of the bargaining unit.

In the hope of resolving this dispute amicably, the IAM has agreed to negotiate. The IAM’s willingness to talk, however, should not be interpreted by Vertex as a sign of capitulation. To the contrary, should those negotiations fail to result in a substitute plan which is substantially equivalent to the current plan, the IAM is ready to pursue any and all legal remedies necessary to protect the interests of the employees it represents.

Very truly yours,

William H. Haller  
ASSOCIATE GENERAL COUNSEL

WHH/asb

cc: Rick Mendoza, Vice President, People Operations  
Wallace, GVP  
Bishop, DBR DL75  
Jenkins, BR DL75  
Smith, BR DL75