



*International Association of Machinists
And Aerospace Workers
District Lodge No. 75
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Enterprise, Alabama 36330*

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November 28, 2018

To: All Bargaining Unit (BU) Members on the following Collective Bargaining Agreements; AIMD Program, T-1A COMBS Program, T-45 Program, TH- 57 (Maintenance) Program, and TH-57 (FCF Pilots) Program.

Subject: New Vertex Aerospace (the Company) proposed Insurance Plans

Dear Sisters and Brothers,

On November 14th and 15th your Negotiating Committees, along with the Businesses Representatives, were briefed by the Company on proposed changes to current Health Insurance Plans (HIP) effective January 1, 2019. As a result of these briefings, the Company has agreed to meet back with the Union, December 11th through 13th, to negotiate over the effects of changes to existing plans.

In response to the Company's briefing on proposed changes to HIP and the letter sent to all BU employees regarding the "New Vertex insurance plans", in coordination with your District, the attached letter from the IAM Legal Department was sent to the Company.

Per IAM Legal, the Union advises all BU employees to sign up for the proposed substitute HIP coverage during the open-enrollment periods, but all such sign-ups are considered to be made **under duress** and notice has been given to the Company as such.

In Solidarity,

Tony Bishop
President and Directing Business Representative
District Lodge 75

Cc: IAM Legal Department
IAM Strategic Resources
IAM Aerospace CoS
Wallace, ST GVP
Wirth, ST GLR
Smith, D75 ADBR
Jenkins, D75 BR