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## FAQ'S

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### **What happens to our Union?**

The National Mediation Board ("NMB") certified the Union as the representative of Mechanics at Bristow. That certification remains in effect following the recent Bristow—Era merger announcement and will continue to remain in effect throughout the merger process. In other words, your Union will continue to represent you.

Assuming the merger proceeds as planned, there will come a point where the operations and business activities of Bristow and ERA are integrated to a sufficient extent that the Union will request the NMB to decide that the two companies constitute a "single carrier." Only the Union can ask the NMB to make a single carrier determination. If, after the Union makes the request, the NMB does determine that the operations and business activities of the two companies have been sufficiently integrated and they are a single carrier, then there will most likely be an election ordered to determine if the union will be the representative of the combined Bristow—ERA company.

### **Do both Bristow and ERA employees get to vote?**

Yes, non-management mechanics at Bristow and ERA will be allowed to vote. Furloughed employees will have the right to vote as well.

### **How will our seniority integration be determined?**

Once there is a single carrier determination and the union wins the election among the combined group, the pre-merger Bristow mechanics and pre-merger ERA mechanics will be integrated on a combined seniority list. Federal law, the McCaskill-Bond Amendment of 2007, requires that seniority integration be done in a fair and equitable basis. The first step is for the union and the company to attempt to mutually agree on a fair and equitable seniority integration. If the two groups are unable to mutually agree, the issue will be submitted to an arbitrator who will decide how the employee groups will be integrated on a single seniority list. A one for one or dovetailing of the seniority list is the most used way of integrating the seniority lists in a fair and equitable manner.

### **Can ERA impose new policies and procedures on Bristow employees?**

The union has the right to bargain over any change in working conditions with the employer. This includes any new policies and/or changes to existing policies and procedures.

### **What is a Fence Agreement?**

An agreement between the Union and the Company that keeps Bristow and ERA as two separate entities while the merger is being finalized. Fence agreements can last several months to several years depending on the specific circumstances.

For more information visit our website: <http://www.local407.org/> or LinkedIn: <https://www.linkedin.com/groups/12410132/>