



# Bristow/ERA Merger Update



## "OPEIU files for Single Carrier"

OPEIU has filed an application for Determination of a Single Transportation System with the National Mediation Board (NMB). The NMB received the application and will start the process under the RLA. Bristow's SVP and General Counsel Crystal Gordon also received a copy of the Application and supporting attachments.

### **What happens now?**

In a merger, the NMB has the authority to determine if a "single transportation system" exists based on their independent investigation of the Bristow and Era operations. The combined companies after the merger retained the name Bristow Group, Inc.; d/b/a/ Bristow U.S. LLC. The NMB will assign an investigator to review the OPEIU's Application and the details of the Merger.

### **What happens to our jobs during the investigation by the NMB?**

Both Bristow and ERA employees will continue to do their jobs as they have been doing up to this point. The OPEIU continues to be the Certified Bargaining Representative for the Pilots and the Mechanics during this period. Once the investigation is complete an official NMB written determination will be sent to OPEIU and to Bristow. The NMB investigator has the authority to call for a balloting of all Pilots and Mechanics for both Companies.

### **Are OPEIU and Bristow in discussions about this and the integration of Era employees?**

Yes. The parties are in the process of negotiating a fence agreement and a transition agreement. These two agreements will govern the work rules and other terms and conditions while Bristow and ERA work to combine the two operations into one and receiving the proper operating certificates from the FAA/DOT.

### **Can we talk to OPEIU during this process?**

Yes. You have the legal right to talk about or to the Union and their Representatives free from harassment or retaliation from Bristow or Era, provided you do so on your own time. Bristow has stated numerous times that they will remain neutral and will not retaliate, surveil, or oppose any ERA Mechanic or Pilot that wishes to obtain Union material, talk to other Bristow Union Members and to officially join OPEIU.

- OPEIU will be holding off-site informational meetings for Mechanics and Pilots next week.
- Representatives from the Mechanics Local 407 and the Pilots Local 107 and the OPEIU International Union will be on hand to answer questions about the merger process, the collective bargaining agreement, the Union, and any other questions you may have.
- Information about the exact dates, times and location will be provided shortly.

### **How can we get more information about OPEIU?**

Please visit the following websites and social media platforms:

Mechanics:

[www.Local407.org](http://www.Local407.org)  
[Local 407 LinkedIn](#)

Pilots:

[www.local107pilots.org](http://www.local107pilots.org)  
[Local 107 LinkedIn](#)