



Greetings all,

Recently the OPEIU Local 407 notified all Bristow Legacy Mechanics who are members of OPEIU as well as employees working at Legacy ERA of the recent determination by the NMB that Bristow and Era are now operating as a single transportation system, as the new Bristow U.S. LLC. The NMB's decision and findings were expected and consistent with the current decisions of the NMB under the Railway Labor Act that covers aviation workers.

As we have indicated in our past communications the "single carrier" status means that the NMB will most likely hold an election among all eligible, combined Bristow/Era Mechanics to determine whether mechanics wish to have the OPEIU represent them moving forward.

We are waiting to receive more information concerning the date of any election as well as an employee voter eligibility lists for the mechanics from Bristow and Era compiled by the company that we will be able to review for eligibility to vote. **IT IS IMPORTANT TO REMEMBER THAT IF YOU ARE ON FURLOUGH AS OF THE DATE THE NMB DETERMINES IS THE START DATE OF OUR APPLICATION; YOU WILL HAVE THE RIGHT TO VOTE IN THE ELECTION FOR THE UNION. IF YOU WERE TERMINATED YOU WILL NOT BE ELIGIBLE TO VOTE! IF YOU ARE IN DOUBT ABOUT YOUR ELIGIBILITY, PLEASE CONTACT ME OR ANOTHER OPEIU LOCAL 407 BOARD MEMBER WHO WILL HELP YOU.**

The NMB will mail out instructions on how to vote to everyone on the **FINAL** Official Eligibility List. The Company will post NOTICE OF ELECTION TO CURRENT WORKING EMPLOYEES IN THE WORKPLACE.

**TO CLARIFY HOW VOTES ARE COUNTED BY THE NMB:**

- A **"YES"** vote is a vote in favor of representation of all Mechanics by the OPEIU Local 407.
- A **"NO"** vote is in favor of no Union representation.
- Any other markings or deviations from selecting a "yes" or "no" vote on the ballot will render the vote void under NMB rules, and it won't be counted
- The votes are then tallied by the NMB and, if a majority of the votes **cast** are **'YES'** votes OPEIU Union representation, then the OPEIU will be the representative for all of the combined employee Mechanics from Bristow/Era of the new single carrier Bristow, U.S. LLC.
- If the majority of votes cast are "No" votes, then OPEIU will no longer represent employee Mechanics at Bristow, U.S. LLC.
- **ONLY VOTES CAST ARE COUNTED BY THE NMB.**
- If you decide not to vote in the election, your vote is not counted as a "Yes" or "No" vote.
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Once the OPEIU Local 407 wins the election the Union and Bristow will meet and discuss a time frame to bargain a joint collective bargaining agreement. *Our current CBA remains in effect until a new joint CBA takes effect.*

If you have individual questions, please contact me directly via email for a response.

Respectfully,

*George Evans*