



Bristow Voluntary Separation Program (VSP)

Frequently Asked Questions

On 9 February 2021 we reached an agreement with the Senior Management Team of Bristow Group for additional financial compensation to our furloughed members. In addition to their original severance package guaranteed by our CBA, our furloughed pilots and mechanics are being offered 16-52 weeks of pay, based on years of service. The Company refers to this as a Voluntary Separation Program (VSP).

Q: What is a VSP?

A: A Voluntary Separation Program (VSP) is commonly used in the corporate world and is a way for a Company to buy back certain benefits of employees that they believe are no longer needed to support their strategic business plan. The plan would provide for increased severance payments upon the **resignation of employment**.

Q: What does it mean to “Buy Back” certain benefits?

A: Typically, a VSP will be a payment or other benefits such as extended health care in exchange for the resignation of employment. **By resigning you would voluntarily terminate your voting and recall rights that we currently have under the present Collective Bargaining Agreement.**

Q: Who is eligible?

A: Anyone who is currently on furlough from Legacy Bristow. Any current employee with thirty (30) or more years of service is also eligible.

Q: When do I need to make my decision on whether to take the package or not?

A: The Company has given us until February 15, 2021 in order to have it effective before the start of the new fiscal year.

Q: What are our options?

A: Your Executive Boards and International Representatives have worked hard at negotiating better terms for this package. We were able to ***double the Company's original offer***. The Plan will provide for 2 weeks of your base salary for each year of service you have with Bristow, up to a maximum of 52 weeks. For example, if you have 26 or more years of service, you will receive 52 weeks of pay in a lump sum. In return, both Local Unions have agreed to settle the outstanding seniority-based grievances.

Q: What if I do not take the package?

A: If you ***decline*** the offer, you will ***retain all the rights*** you currently have under the respective Collective Bargaining Agreements so long as they remain in effect. This means you will be eligible for recall and have voting rights as well as be part of the workgroup integration once that happens.

We fully recognize that the VSP poses a problem for the NMB vote; agreeing to the VSP lowers our membership count and reduces the number of pro-union votes. Despite the additional challenge it creates, blocking our furloughed members from receiving compensation for the sake of leveraging their votes was not an acceptable course of action.

The fact of the matter is that we will need a significant number of votes from our colleagues at Era. We are confident, however, that they will recognize the benefits as we approach the Union vote. Reaching a compromise on this VSP offer shows that our Unions take care of the membership, that we are able to negotiate with management, and that being part of a Union provides significant benefits, particularly in times of hardship.

Keep in mind that without your Union in place, none of this would be happening. Your decision to organize all those years ago is why we can bring this offer to everyone now. In a few days everyone currently employed, as well as those who choose not to take this offer, will have a chance to reaffirm their commitment to each other as well as their own future.

If you have any questions, comments, or concerns please do not hesitate to contact us.

Respectfully,
Local 107 Executive Board
Local 407 Executive Board