

# The Association.



THE TWU-IAM ASSOCIATION

June 17, 2025

Re: Special Projects/Art 11- Seniority, M&R, MLS, MTS, MCT Agreements

TWU-IAM Association Brothers and Sisters:

All The Association JCBA's have the same language in Article 11.

Employees covered by this Agreement may be assigned to special projects in the interest of the Company that are outside the normal scope of their duties. Employees assigned to such projects, shall continue to be covered by this Agreement during the term of the assignment. ***The Company shall advise, meet and/or confer with the Association prior to any such assignment of an employee or employees to discuss the nature of the project and any conditions that may be associated with the assignment.*** Employees on special assignments initiated under the conditions described in this paragraph, shall retain and continue to accrue all seniority while on the assignment.

***Without prior approval from your TWU Local President or General Chair, we cannot guarantee your rights are protected under your individual JCBA.*** Therefore, any TWU/IAM Association member who is on or asked to be on a (special assignment or project) needs to submit to their TWU Local President or General Chair a complete description and nature of such assignment, the duration, and who from the Company is asking for the project. This submission will be the only documented record that you are in fact on a special project and not in violation of our Agreement.

This will ensure our membership is entitled to what we negotiated per our Agreement.

Fraternally,

The TWU-IAM Association Leadership