

**Daniel Martinez**

Vice President  
Line Maintenance

August 08, 2008

Dear TWU Represented Colleagues,

We know that the past few weeks have been challenging for everyone in Line Maintenance. Our team is working hard to share information with you as it becomes available in order to keep you as informed as possible.

In order to minimize the number of involuntary furloughs that will be required, we are offering various voluntary options.

- An enhanced one-time **Voluntary Bridge to Retirement (VBR)** will be available for TWU-represented employees who are age 50 or over with at least 15 years of Company seniority, by August 31, 2008. This option includes severance of 13 weeks of salary, plus an additional \$12,500 for all eligible employees, regardless of the employee's protection status. Modified travel privileges and subsidized COBRA benefits are also included in the package. Options differ between workgroups, so it is important that you carefully study the provisions of your package. **Eligible employees interested in this program may sign up between August 09 and August 23, using the online election form.**
- In addition, a "**Stand-in-Stead**" (**SIS**) option will continue to be available for TWU-represented employees. As a reminder, to be offered a SIS, TWU-represented employees must be in the same classification and status as those positions deemed surplus. **The deadline to place your name on the list to be considered for a SIS in time for the upcoming reduction is August 23.** Employees can add/delete their name up until this "freeze" date. **Once the freeze is effective, there can be no additions or deletions to the list.**

Timelines are extremely critical when applying for SIS. It is important to remember to remove your name from the list in the event you no longer wish to apply for this option.

Remember that the voluntary programs will be granted and the date of separation determined, based on location, criticality, skill set, and seniority in accordance with the work plan and collective bargaining agreements, where applicable.

We know that the decision whether to select one of these options is an important one. Please take the time to make sure you are fully informed before making your decision. When reviewing information, please note that *Jetnet* contains the most accurate information regarding these voluntary programs.

Any interested employee that wants to learn more about the voluntary options should log onto *Jetnet*. From the home page, click on the "*Policies and Procedures*" tab located on the menu bar at the top of the page, and then select "*People Reduction Information*" from the left side menu. Select your workgroup from the available choices. There is also a link to a list of Frequently Asked Questions.

If you have questions about the programs after reading the information on *Jetnet*, please call Talent Services at (800) 447-2000 or speak to your manager.

Sincerely,



Danny Martinez, Vice President – Line Maintenance