



PROFESSIONAL HELICOPTER PILOTS ASSOCIATION
354 S. DALEVILLE AVE. • P. O. BOX 427 • DALEVILLE, ALABAMA 36322-0427
(334) 598-4121

Dear New Employee,

Welcome to the URS workforce and congratulations on passing your acceptance ride. You are now on the first rung of a ladder that is probably one of the most satisfying vocations that anyone could hope to belong to. You will be working with quality people, quality supervisors and quality young men and women from around the world who will be employing the skills that you teach them to defend our liberty.

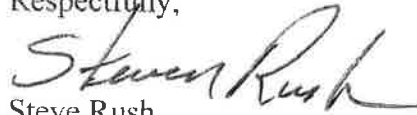
I would also take this opportunity to inform you that you are also a part of a collective bargaining unit known as the Professional Helicopter Pilots Association, Local 102 of the Office Employees International Union, or OPEIU. Now that you are a new employee, whether you come to the URS workforce as a military or civilian aviator, you have the privilege of joining PHPA Local 102. Unlike many new hires in other vocations with union representation, PHPA does not have a probationary period; you can join today. Your membership gives you a voice in how the union moves forward to ensure that our salary, benefits and working conditions are not eroded. You can start participating in all union affairs, from attending the monthly membership meetings to voting for the officers who will lead the union forward. You will also benefit from many union sponsored group insurance programs that will not only provide health and life insurance, but also a very valuable disability program that will pay you up to 50% of your annual salary for two years should you become grounded due to a disability at a very low monthly premium.

The number one question that a new hire has concerns why we need a union in the first place. You might not even know what a union is. You have probably already noticed the professional handling of your hiring and training needs by the URS leadership. You may question why you would need to join a union when the people at the top are so competent and personable. What you must realize, however, is that it has not always been so pleasant. Ten short years ago, you would have hired on as new employee for an annual income of \$38,498. If you had stayed on for 75 months, you would have topped out at \$59,928. You are making \$71,838 annually under today's labor contract. . If you stay 11 years, under today's contract you would be earning \$104, 104. From bottom pay to top pay, where did that extra cash come from? Where else in this country can you step into a job flying helicopters for this kind of money?

The answer is, it came from two sources. The first source is the fact that your aviation skills are in high demand. Secondly, the hard work of PHPA and the determination of its membership have brought us to this fair wage structure. It is not within the capabilities of one person, or a small group of people, to negotiate this kind of a salary structure for themselves. It takes leadership that has researched the supply and demand curves and a united bargaining unit to get the kind of wage structure that our credentials demand. Your skills are golden. There is a good price for that knowledge collectively, but individually it will be devalued with “take it or leave it” negotiations. Helicopter pilots all over North America are organizing to break out of the low, “take it or leave it” mentality of aviation operators. The people who have the skills are the only ones who have the right to set the price of those skills, based up on the laws of supply and demand. And that is why you need to join PHPA Local 102. The more members we have, the more capable we become in defending our economic value and other important areas related to our employment.

So, what does it cost and where do you sign up? The current cost of joining PHPA is 0.09% of your salary. If you are a new hire this equates to a very low \$24.86 per pay period. What a bargain! If you are further along in the pay scale you can reference the chart below to determine what you would be paying per pay period. You can take your check to Pam at our office located at 354 South Daleville Avenue as you head for Cairns AAF leaving Daleville. There is a big PHPA sign out front. We look forward to meeting and chatting with you.

Respectfully,

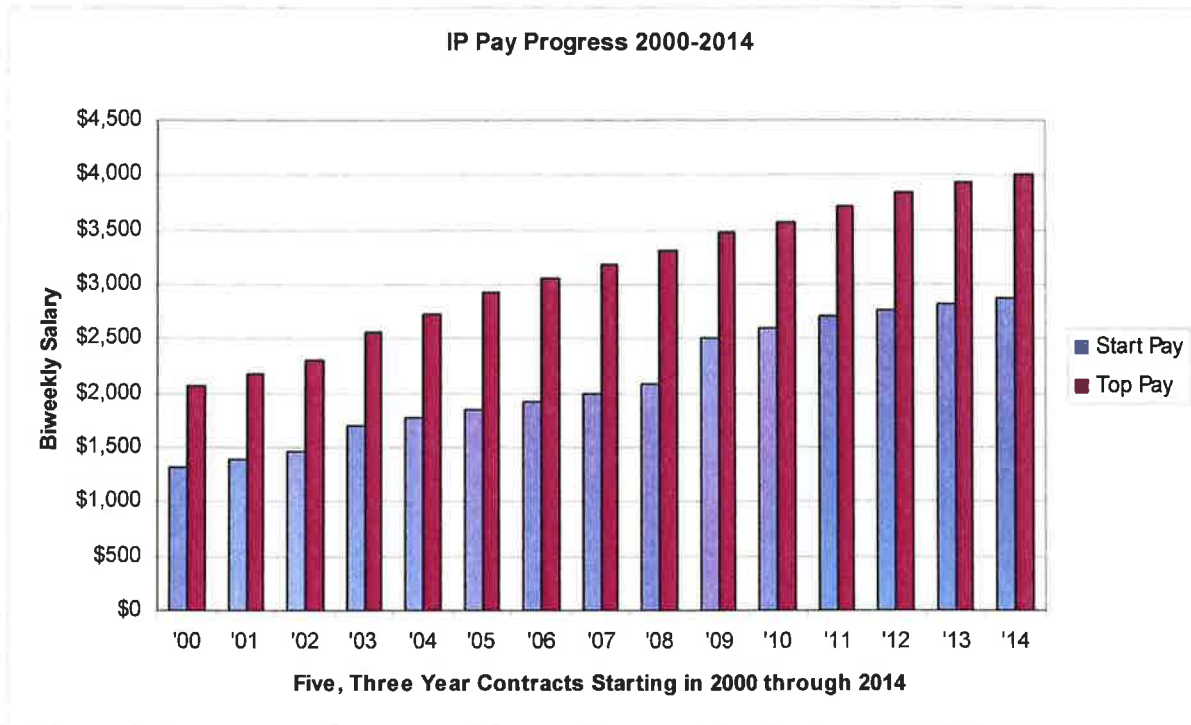


Steve Rush
President PHPA
Local 102, OPEIU



David Oltmans
Recording Secretary, PHPA
Local 102, OPEIU

Attachments: Dues Payment Scale
Pay Progression Chart



1. Monthly Pay was discontinued October 2008 in favor of a Bi-Weekly Pay schedule.
2. All pay has been converted to biweekly for chart continuity.
3. Chart reflects base pay only. Multi-skill and Night Differential pays are not included.
4. 8% 401k has not been factored into the graph.
5. See the chart below for the current Bi-Weekly IP pay schedule and dues payment per pay period.

Flight Instructor's Pay and Dues Structure

	By-Weekly	Dues	By-Weekly	Dues	Bi-Weekly	Dues
	1 Oct 11		1 Oct 12		1 Oct 13	
Year 0-1	\$2,763.00	\$24.87	\$2,818.00	\$25.36	\$2,874.00	\$25.87
Year 1-2	\$2,858.00	\$25.72	\$2,915.00	\$26.24	\$2,974.00	\$26.77
Year 2-3	\$2,954.00	\$26.59	\$3,013.00	\$27.12	\$3,073.00	\$27.66
Year 3-4	\$3,094.00	\$27.85	\$3,110.00	\$27.99	\$3,172.00	\$28.55
Year 4-5	\$3,144.00	\$28.30	\$3,207.00	\$28.86	\$3,271.00	\$29.44
Year 5-6	\$3,240.00	\$29.16	\$3,304.00	\$29.74	\$3,370.00	\$30.33
Year 6-7	\$3,335.00	\$30.02	\$3,402.00	\$30.62	\$3,470.00	\$31.23
Year 7-8	\$3,430.00	\$30.87	\$3,499.00	\$31.49	\$3,569.00	\$32.12
Year 8-9	\$3,526.00	\$31.73	\$3,596.00	\$32.36	\$3,668.00	\$33.01
Year 9-10	\$3,621.00	\$32.59	\$3,693.00	\$33.24	\$3,767.00	\$33.90
Year 10-11	\$3,716.00	\$33.44	\$3,791.00	\$34.12	\$3,867.00	\$34.80
Year 11+	\$3,848.00	\$34.63	\$3,925.00	\$35.33	\$4,004.00	\$36.04

Payroll Deduction Authorization

**AUTHORIZATION FOR DEDUCTION OF UNION DUES
AND FEES, AND UNION INSURANCE PREMIUMS**

T0: URS, Employer

I hereby assign to the Professional Helicopter Pilots Association, Office and Professional Employees International Union, Local 102 ("PHPA"), from any salary or wages earned or to be earned by me as your employee such sums as PHPA certifies as either membership dues, initiation fees, reinstatement fees, assessments or agency fees. I authorize and direct you to deduct such amounts from my pay and to remit same to PHPA in accordance with the collective bargaining agreement in between PHPA and URS

This assignment, authorization, and direction shall be irrevocable for the period of one (1) year from the date of my signature below, or until the termination of the collective agreement between the Company and the Union which is in force at the time of the execution of this authorization, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year or for the period of each succeeding applicable collective agreement between the Company and the Union, whichever shall be shorter, unless written notice is given by me to the Company and the Union, by certified U.S. mail, not more than twenty (20) days and not less than ten (10) days prior to either the expiration of each period of one (1) year, or the termination of the applicable collective agreement between the Company and the Union, whichever occurs sooner.

This authorization for check-off of dues, fees, and assessments is made voluntarily and pursuant to the provisions of Section 302(c) of the Labor Management Relations Act of 1947, and is neither conditioned on my present or future membership in the Union, nor is it considered to be given in return for membership.

Membership Dues or Agency Fee

I verify that I am at pay level _____ and authorize my employer to deduct \$_____ (0.9% of my base salary) from my pay each month (\$_____per pay period) and to remit the same to the Professional Helicopter Pilots Association. I further authorize my employer to deduct the applicable amount when I proceed to the next pay level. Please submit first month's dues/agency fee of \$_____ and initiation fee of \$10.00 with this authorization.

Date: _____

(Signature of Employee)

(Home Address)

(Print Name)

(City)(State)(Zip)2

PHPA LOCAL 102

MEMBERSHIP APPLICATION

I hereby request and accept membership in the Professional Helicopter Pilots Association, Office and Professional Employees International Union, Local 102, and do authorize said Union, through its agents to represent me in collective bargaining and enter into contracts with my employer.

Name: _____ SSN: _____

Signature: _____ Date: _____

Bargaining Unit Information

Name: Last: _____ First: _____ MI: _____

DOB: _____ SSN: _____ Gender: M / F

Address: _____

City: _____ State: _____ Zip: _____

E-Mail: _____ Phone (H) _____ (C) _____

Marital Status: Married: ___ Single: ___ Divorced: ___ Dependents: Y / N # of Dependents: ___

Division/Flight: _____ DOH: _____ ADOH: _____ Vacation Days: _____

Insurance: Life: Y / N LTD: Y / N LTC: Y / N Heart/Stroke: Y / N Cancer: Y / N

National Guard/Reserve: NG Reserves None

Retired Military: Y / N Branch: Army AF Navy Marine CG NG/Res

Union Dues payment: Payroll Deduction: Y / N Direct Payment: Y / N Non-Member: Y / N

Please submit first month's dues of \$ _____ (.9% of base salary) and initiation fee of \$10.00 with this application.