



Joint Partnership Update

May 2011

Joint Partnership Committee (JPC)

- The JPC was formalized in December 2010 and has met three times. In addition, the Committee meets after each quarterly earnings call to discuss the health of the business.
- Meetings highlights include:
 - Set up of Joint Program Steering Committee responsibilities
 - Potential NDI Apprenticeship Program
 - Gain Sharing metrics and targets
 - Hiring forecasts and rate readiness for 2011 - 2012

Joint Program Steering Committee (JPSC)

- The JPSC was formalized in March of 2011 and has met three times. The committee has been focused on exploring collaboration opportunities in community events, joint communications, health and safety, and training.
- Meeting highlights include:
 - Sub-committees have been established and processes are being developed.
 - Established standard format for Joint quarterly communication to All-Leader Meetings.
 - NDI Apprenticeship proposal was reviewed and plans are being developed to move forward.
 - Community service sub-committee has been created to move forward with an over-arching plan for joint event participation
 - Contract Training was held for phase II.
 - Reviews of worker concerns, accidents, injuries and near-misses continue as needed.

Sub Committees

- **Jobs Committee:** Process has been established; two job reviews have been completed with positive resolution; two potential job reviews are in the pipeline.
- **Health and Safety Steering Committee:** Process is being established and discussion held around potential opportunities for improvement; a plan is being developed.
- **Steward – Manager Relationship Committee:** Periodic floor visits have been established to increase joint leadership visibility and to allow for more personalized focus on issues.

Main Table Meeting

- The IAM/Spirit main table negotiating team continues to meet monthly to ensure that the intent of the new contract is being fulfilled. This meeting provides an informal atmosphere to strengthen the partnership and address specific issues that arise.