Labor Relations Overview

Bring consistency to labor relations & union relationships

Make LR independent from "personalities" and more reliant on "best practices'

Things to expect:

* Same operational control over negotiations
* Same operational control over discipline
* Migration to more shared services in a variety of areas:
  + Strategic analysis
  + Industry comparisons
  + Labor (RLA) law
  + Tailored grievance support
* Assistance in promoting better union / company relationships
  + Team building
  + Trust building
  + Programs to increase mutual respect
  + Increased "employee involvement" programs

Things not to expect:

* LR taking over responsibility for operation issues
* Working issues independently from any line operation

Things expected by Labor Relations:

* Acceptance of some new ways of doing business
* Full communications of all labor related issues and concerns
* No surprises
* Sharing of communications and decisions BEFORE release