

SWA MATERIAL SPECIALIST RATIFICATION  
LETTER OF INSTRUCTION  
August 6, 2018

Please find attached the following documents:

1. Letter to Members
2. Letter of Instruction regarding Proposed Changes Summary Sheet
3. SWA Final Offer Proposed Changes Summary Sheet
4. SWA Material Specialist Failed Tentative Agreement (TA) (June 21<sup>st</sup>, 2017)
5. Economic Analysis
6. Pay Examples Sheet
7. SWA Material Specialist Seniority List (as of July 25<sup>th</sup>, 2018)

Each voting member should refer to the SWA Final Offer Proposed Summary Sheet that reflects the company proposed changes to the TA that failed to ratify on June 21<sup>st</sup>, 2017. The terms are listed, by Article, on the Proposed Changes Summary Sheet. If the Article simply shows "TA", it indicates that the terms of the failed TA apply. The proposed changes are shown in the "Changes" column of the sheet.