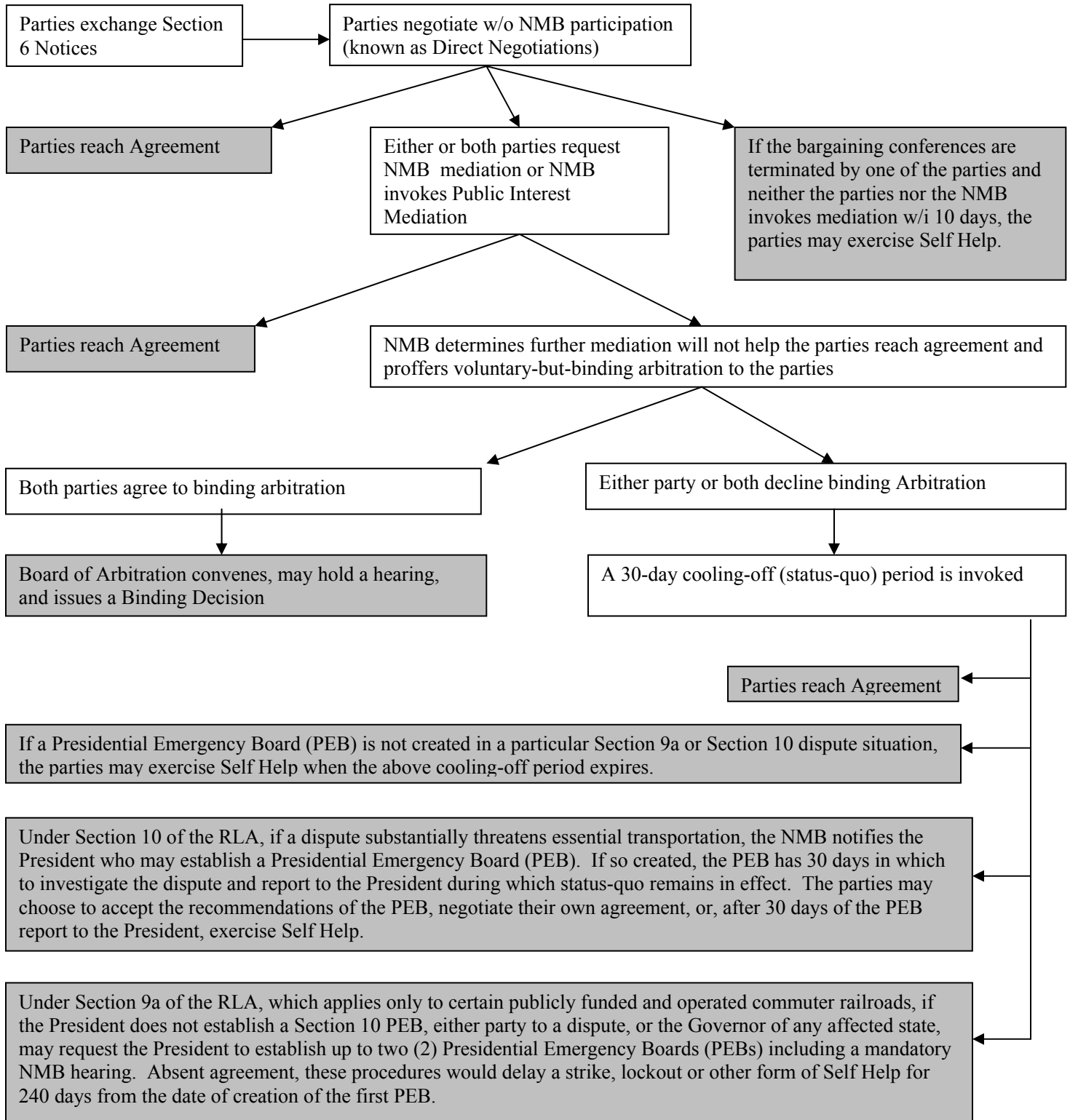


## Collective Bargaining Process under the Railway Labor Act (RLA)



Note: this is a synopsis of the applicable procedures; refer to the RLA itself for exact guidance.