

***A MESSAGE TO NJI FLIGHT ATTENDANTS***  
**FROM THE NETJETS FLIGHT ATTENDANT EXECUTIVE COUNCIL**  
**AND INTERNATIONAL BROTHERHOOD OF TEAMSTERS,**  
**AIRLINE DIVISION, LOCAL 284**

Dear NJI Flight Attendants,

It is my pleasure to bring you warm greetings from the NetJets Flight Attendant Executive Council (FAEC) and the International Brotherhood of Teamsters, Airline Division, Local 284 (Local 284). We proudly represent the flight attendants of NetJets Aviation, Inc. and we look forward to representing NetJets International, Inc., flight attendants in the future.

As all of you know, our company is going through some major changes that directly impact professional flight attendants. Now more than ever, it is important that NJA and NJI flight attendants work together to pursue our common interests of job security, good salaries, good benefits and the best customer service in fractional aviation. A strong union – familiar with NetJets' unique culture and the fractional segment of aviation – is the key to our success. We are that Union.

Despite tough economic times for our industry and company, NJA flight attendants' benefits and 401(k) match have not been affected. We continue to receive yearly pay increases guaranteed by contract. We have job security protections that give us and our families peace of mind. We also have an excellent relationship with NetJets management. Through cooperation, mutual respect and a shared dedication to the success of NetJets, we have built a model partnership with NetJets management that serves us well. I expect that to continue in the future and it will include all of you. We are all part of the NetJets family and we should all be part of the same Union.

I know that many of you have questions and concerns regarding the upcoming merger of the NJA and NJI pilot groups and how it will impact NJA and NJI flight attendants. Rest assured, the FAEC and Local 284 are committed to making the merger smooth and beneficial for all NetJets flight attendants, including NJI flight attendants. As some of you know, last fall, the FAEC negotiated a letter of agreement with NetJets management addressing how integration of the two pilot groups will affect flight attendants. While the letter of agreement was rejected by the NJA flight attendants because of salary issues unique to NJA, all NJA flight attendants look forward to welcoming you into our Union. The process continues to move forward. We want you to join with us in making our professional flight attendant Union even better. You will have a strong voice in our Union on all matters that affect you, including electing union representatives, sending negotiators to the bargaining table and ensuring that your professional interests are protected and advanced.

It has been my pleasure to represent NJA flight attendants as the FAEC Chair for approximately 4 years. While the Union always attempts to provide accurate and factual information, I have learned that there is always misinformation, rumors, and lots of speculation on the line and in the FBOs about the past, present and future of our company, especially when it comes to flight attendant issues. If you have questions or concerns, I would encourage all NJI flight attendants to contact me directly. I am always available to chat with NJA flight attendants and I will always be there for you. In addition, we are in the process of finalizing a website that speaks directly to NJI flight attendants and how the Union will represent you in the future. These are challenging times, but they present NJA and NJI flight attendants with an unprecedented opportunity: the opportunity to work together to advance our common goals as professional flight attendants at NetJets

In the interim, I've prepared some simple bullet points that I believe are helpful and may answer some questions about our Union, what we've done for NJA flight attendants and what we can and will do for NJI flight attendants. Once again, please do not hesitate to contact me to discuss any issue.

Fraternally,

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### **BEGINNING OUR CONVERSATION: NETJETS FLIGHT ATTENDANTS ...**

- Based on its years of experience, IBT, Airline Division, Local 284 understands the fractional segment of aviation and the unique culture of NetJets.
- In addition to electing Local 284 representatives, NJA flight attendants elect a Flight Attendant Executive Council comprised of line flight attendants who understand what's happening on the ground and in the air. NJI flight attendants will also elect Local 284 and FAEC representatives.
- The Union's experienced negotiators and representatives have spent more than 8 years and thousands of hours successfully representing NJA flight attendants.
- The Union has built a positive, non-adversarial relationship with NetJets management while defending the rights and interests of flight attendants.
- The Union will not try to impose a one-size-fits-all style of representation on NJI flight attendants. We will preserve and improve the unique culture of NetJets cooperation, mutual respect and a shared dedication to the success of NetJets.
- The Union has successfully negotiated 2 industry leading labor contracts on behalf of NJA flight attendants.
- Because of our labor contract, NJA flight attendants, were protected against NJ's reduction in 401(k) Plan matching contributions. Benefits for NJA flight attendants cannot be reduced unless the NJA represented pilots (NJASAP) and technicians (IBT) agree to a reduction.
- Because of our labor contract, NJA flight attendants did not experience any reduction in insurance benefits nor are they required to contribute to the cost of health insurance premiums.
- The Union contract contains a variety of industry-leading protections:
  - Job security, including a requirement that any flight attendant working on an aircraft operated by NetJets seniority list pilots, now or in the future, must be on

the NJA-Teamsters flight attendant seniority list and protections in the event of a corporate sale, merger or acquisition;

- The ability to protect and improve salary for flight attendants assigned to Gulfstream and other aircraft;
  - NJA flight attendants have guaranteed contractual raises and are not subject to pay freezes;
  - Seniority rights, pay and benefits that protect NJA flight attendants in the event of a furlough;
  - 2 extended days if a flight attendant is returned to her base after 2400 local time on her last day of work and the elimination of the first day of the next scheduled tour if she arrived home after 1200 local time on her first scheduled day off;
  - Extended day pay if a flight attendant works or is scheduled to work on one of 10 designated holidays;
  - Overtime for all hours worked after 9 hours if a flight attendant is required to start work before 0800 on her first day and overtime for all hours after 12 hours every work day;
  - Contractually guaranteed per diem/meal allowance;
  - Pay and benefits in the event of a furlough;
  - Contractually guaranteed vacations and sick days that cannot be reduced;
  - A comprehensive Labor-Management Cooperation Program that includes regular meetings between Union representatives and senior managers and Joint Union-Management Committees covering Scheduling, Training, Safety, Uniforms, Insurance and Retirement; and
  - “Just cause” protections for discipline, an efficient grievance and arbitration procedure, a right to Union representation during any meeting that could lead to discipline.
- NJA and NJI flight attendants are part of the same family. We work for the same company, serve the same owners and customers, fly with the same pilots and face the same challenges.
  - Now more than ever, all NJ flight attendants need the protection of an experienced Union that understands the culture of NJ and the unique nature of the fractional segment of aviation. Teamsters, Airline Division, Local 284 is that Union. We look forward to welcoming all of you in the near future.