

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Dear Express Jet and ASA Teamster members:

I wanted to update our membership on where we are in our negotiations for an amended collective bargaining agreement (CBA) with Express Jet and for a first CBA with ASA Airlines.

Negotiations with Express Jet for an amended agreement have been going on for over three years. After early initial progress, Express Jet in May 2010 requested a suspension of negotiations due to the company's uncertain future. Within weeks of the suspension of negotiations, SkyWest announced that it was buying Express Jet and merging it into ASA. In October 2011, the IBT-AD asked the National Mediation Board to assign a mediator to assist in negotiations. However, since then, little progress has been made. This is due in large part to the Express Jet negotiation team's insistence that previously agreed-to articles had to be reopened because the company was under new Sky West ownership. At the most recent round of negotiations, which concluded today, January 10, the Express Jet negotiation team told us that the company would be seeking further "concessions" from our mechanics' group. We told the company that we were intent on moving our group forward from the concessions extracted from us in 2008, not further backward. Needless to say, reaching an amended agreement will be extremely challenging with the IBT-AD standing on the position that wages and benefits must improve and Express Jet claiming that wages and benefits must be cut once again.

There have also been impediments to reaching a first CBA at ASA. Ultimately, what the company (the combined Express Jet/ASA) would like is a single integrated workforce working under a single contract. The IBT-AD would like the same things. However, the company would like the combined Express Jet/ASA contract to eliminate many of the protections and benefits Express Jet mechanics enjoy (for example, overtime rates, improved holidays, a liberal trade day policy, personal days). Thus, we have found that proposals that would be acceptable for a first contract at ASA are being used during Express Jet negotiations to pull down the benefits of that contract. Of course, the IBT-AD wants to see ASA employees promoted to the level of benefits their brothers and sisters at Express Jet enjoy. And while the IBT-AD would be willing to reach a separate, different agreement to govern ASA mechanics while a final, amalgamated agreement is being negotiated, the company has indicated through its actions that it is not interested in

giving ASA mechanics a contract without extracting concessions from Express Jet mechanics.

Needless to say, this is a complicated situation. We have tried various tactics to try to reach agreement with the company: for a time we concentrated on ASA bargaining as a first step to negotiating an amalgamated agreement as a second step, and when that failed we attempted to negotiate (with the help of a Federal mediator) with Express Jet for an agreement that would be applicable ultimately to both work groups.

Our options are dwindling. Negotiations at Express Jet are going to be extremely difficult if the company maintains its commitment to further concessions. ASA negotiations will be difficult if the company seeks to change the Express Jet agreement through ASA negotiations. Nonetheless, we have a plan to move forward.

This week, the IBT-AD is filing with the National Mediation Board for the assignment of a mediator at ASA. We will begin mediated negotiations on for each work group separately. We will seek agreements with the company on both sides with utmost urgency, but if negotiations reach an impasse on either side, we will be prepared to inform the mediators that further negotiations will be fruitless.

We are not yet at that point, but this week brought us a step closer. Aircraft Mechanics are a skilled and vitally essential occupation. Express Jet, ASA and all other airlines must understand that mechanics deserve to be fairly compensated for their dedication and expertise. The best way to get this message across to the company is to remain united and in solidarity with each other and to fight for the best and fairest contracts we are capable of achieving. In coming weeks and months, your local union representatives and I will be reaching out to you for help in sending a message that we are united and serious about maintaining the careers and benefits we deserve.

Thank you for your attention to this letter, and for your continued support.

Sincerely,

A handwritten signature in black ink, appearing to read "David Bourne", with a long horizontal line extending to the right.

Captain David Bourne, Director
Airline Division
International Brotherhood of Teamsters