

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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TO: ExpressJet CRJ Members

FROM: The ExpressJet CRJ Negotiating Committee

DATE: May 23, 2017

RE: ExpressJet Close Out Offer Proposal

Dear Express Jet CRJ members,

The International Brotherhood of Teamsters (IBT) and your Atlanta Committee members, Geoff Maloney and Chris Rogers have been negotiating with company management since 2010; almost as long as the IBT have been negotiating for the ExpressJet ERJ members.

The company has now given us its final close out proposal on wages. The union feels that after more than six years of negotiations, the offer falls far short of what you deserve as aviation maintenance professionals in a competitive market. The union made numerous moves toward the company from our original positions. The company acknowledged that the union had moved significantly toward its positions, but claimed that it had no more money for this work group. Accordingly, negotiations came to a conclusion.

The union is very disappointed that the company could not meet what we feel are very reasonable wage proposals. With no hourly wage increases since 2008, the company's wage proposals are paltry at best.

In fairness to you—the members, we told the company to make us its last, best and final offer so we could present it to the membership.

The contract proposal that you have to vote on is that. It is a combination of tentatively agreed contract sections that have been negotiated, and the company's wage proposal, which it says is the best it can offer.

Neither the International Brotherhood of Teamsters Airline Division, the Business Agents of Teamsters Local 210 and Teamsters Local 19, nor your rank-and-file committee members are

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recommending this be ratified. We do, however, think it is important for each and every one of you to see and understand how the company values you.

This vote will give you the opportunity to let the company know what you think of its proposal, its treatment of you and how much it values what you provide for the airline. It should also cause each of you to consider your personal future and whether or not it should be at ExpressJet.

Your ExpressJet CRJ Negotiating Committee:

Chris Moore, International Representative, Airline Division

Robert Luciano, Business Agent, Local 210

Mike Cline, Business Agent, Local 19

Geoff Maloney, ATL

Chris Rogers, ATL