

Letter of Agreement 10-001

between

NETJETS AVIATION, INC.

and

FLIGHT ATTENDANTS

in the service of

NETJETS AVIATION, INC.

as represented by

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION

This Letter of Agreement (“LOA”) is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between NETJETS AVIATION INC. (“NJA” or “Company”) its successors and assigns, and the Flight Attendants in the service of NJA as represented by INTERNATIONAL BROTHERHOOD OF TEAMSTERS, AIRLINE DIVISION (“IBT” or “Union”).

WHEREAS, the parties have engaged in voluntary negotiations over changes to the 2019 Amended Agreement;

WHEREAS, the parties have established a new Paid Time Off (“PTO”) system in Section 10 of the 2023 Amended Agreement;

WHEREAS, the parties will cooperate in order to implement the PTO program in an orderly fashion;

NOW, THEREFORE, the parties stipulate and agree as follows:

A. Accrued PTO Days at Time of Ratification

1. A Flight Attendant who has more than twenty-four (24) accrued days of PTO as of the date of ratification, will be paid for all days in excess of 24 at one hundred percent (100%) of her 2019 Amended Agreement normal daily rate on the day prior to ratification and shall no longer be available to use for any purpose.
2. The Company will provide the payment for days sold back pursuant to Paragraph 1 no later than two (2) pay periods following date of ratification.

B. Implementation of Section 10 of the 2023 Amended Agreement

1. Section 10 of the 2019 Amended Agreement will remain in effect until date of ratification..
2. The first PTO “cash out” under Section 10 of the 2023 Amended Agreement will occur on January 1, 2024. In accordance with the provisions of Section 10 of the 2023 Amended Agreement, a Flight Attendant who does not make a cash out election in accordance with the implementation LOA 00-006 will not be eligible to participate in the January 1, 2024 cash out.

C. General Provisions

- 1.) The provisions of this LOA will have no effect, and this LOA will be null and void if the 2023 Amended Agreement is not ratified.

SIGNED, this ____ day of _____, 2023.

FOR THE COMPANY:

FOR THE UNION:

Alan Bobo

Mark Vandak

EVP, Operations

President, Teamsters Local 284