

Family ^{still} Matters



Inside Family Matters

Welcome Golf Outing	2
Family Spotlight	3
NJASAP Headquarters Mural	4
Did You Know? Highlights of the New Contract	5
What did you do with your signing bonus?	6
The Signing Ceremony Upcoming Events	7
Future Pilots	8



www.njasapfamily.com
<https://www.facebook.com/njasapfap>



Family Awareness Program

NetJets Association of Shared Aircraft Pilots | NJASAP
2740 Airport Dr. Suite 330 Columbus, Ohio 43219

Program Chair Kim Talleur | ktalleur@njasap.com



Welcome



Fellow NJASAP Family Member,

Contract negotiations produce not only a collective bargaining agreement, but also a variety of critical learning opportunities. To be sure, our Union concluded this most recent round of bargaining far smarter and wiser than when we entered it, and one of the most vital lessons we learned was the value of not just engaging families, but keeping them engaged. And this is why the NJASAP Family Awareness Program will continue to make connecting with and supporting our families a priority.

No matter the season, family is important to NJASAP. This sentiment is shared by the NJASAP Executive Board as well as those of us who have served as part of the FAP throughout the past two years. Early on, I served as a city coordinator and was later appointed to the Program. During this time, it has been my pleasure to work alongside my predecessors, Capts. Jen Sumner and Paulette Gilbert in support of our families. Today, I am writing to you as the new chair, and I am very pleased to be working in this role.



Certainly, I appreciate and understand the need to build a strong, stable career here at NetJets. Indeed, I was hired in April 2002 to fly the Citation VII, and it is here that I met my husband Capt. Richard Talleur. Currently, we are based in Chicago and both fly the XL/XLS. Like you and your family, Richard and I joined the fight to secure the 2015 Agreement not only because of the blood, sweat and tears we have poured into helping build the NetJets brand, but also because the expertise and professionalism all of us gives to NetJets demanded appropriate recognition.

Today, however, is a day for looking ahead, and that means in addition to attending a family awareness event when we come to your area and reading the biannual newsletter, please make it a priority to become familiar with the 2015 Collective Bargaining Agreement. Although the new contract shares many similarities with the 2007 Amended Agreement, it features a variety of updates that significantly impact our quality of life both on the road and at home. Please take the time to become familiar with its terms, or, if you are a family member, to encourage your pilot to learn and understand his or her rights. NJASAP has shifted its focus from bargaining to enforcement, and it is incumbent upon us to partner with our labor advocate to ensure the company abides by the terms of the new agreement. Undeniably, demanding compliance is a shared responsibility.

With that said, if you live in or around Dallas or are scheduled to be in the area on Sunday, May 22, please join the NJASAP Family Awareness Program at Adventure Landing at 5 p.m. You can RSVP by visiting www.njasapfamily.com or sending an email to family@njasap.com with your name and number of attendees. As always, please do not hesitate to contact me with any questions, concerns or suggestions. To be sure, the FAP is here to help.

In unity,

Capt. Kimberly Talleur
Family Awareness Program Chair

SUNDAY, AUG. 21, 2016

SECOND ANNUAL GOLF OUTING

WILLOW RUN GOLF COURSE

1158 Hazelton Etna Road SW, Pataskala, Ohio

Please join **PILOTS FOR KIDS COLUMBUS** as we endeavor to raise funds for the Homeless Families Foundation. All proceeds will be used to purchase items for area children in need. The tournament registration fee includes a round of golf, cart rental, drink tickets and dinner. Payment and registration is due July 20, 2016.



Fees

The cost is \$75 per person or \$300 per team



Start

Check-in begins at 11:30 with a shotgun start at noon



Sponsorship

Corporate sponsorships are available for the event

Send your registration to Kristine Young...
kayoung2829@gmail.com ■ (614) 204-3134 ■ Due 07/20/16





Family Spotlight

JASON WILLIAMS & FAMILY

Like many of his peers, engaging in the battle to protect his livelihood became a family affair for Jason Williams. “As I watched CEO David Sokol and then his successor Jordan Hansell seize my non-union peers’ benefits, I had absolutely no doubt the Netjets EMT would soon set its sights on the pilot group – the largest union labor force,” Williams said. The observation was one Williams shared with his wife, prompting the young family to pursue a more aggressive approach to financial preparedness and to discuss how they could support NJASAP’s efforts during the most contentious negotiation in the Union’s history.

After the mid-September 2014, leadership transition, Williams explained, he saw NJASAP immediately change course. “I was encouraged because my Union Leadership had communicated a vision and demonstrated the boldness to carry it out – they just needed the Membership to step forward and own the process,” he said. The Williams Family took that imperative to heart, serving as Family Awareness Program city coordinators for Cincinnati, participating in informational pickets, and, for Jason, assuming the massive responsibility of helping coordinate #7CityPicket logistics.

In his own words...

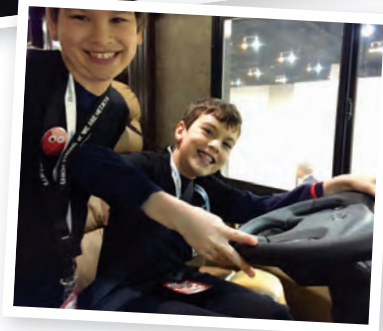
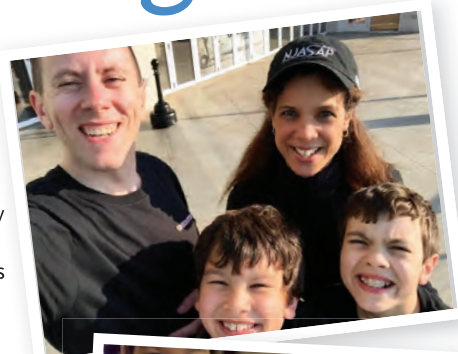
“I was one small cog in a very big machine. It was the Membership united by a common cause and working together to affect change and to defend our livelihoods that made all the difference. No one single person is responsible for the 2015 Agreement, rather, it was each one of us – and our families – drawing a line in the sand and responding to every NJASAP call to defend it.

For example, Denise and I hosted an FAP event, a Cincinnati Reds game, early last April, and I have got to say it was raining and miserably cold. It was 40 degrees – a very brisk 40 degrees – in southern Ohio along the river. Nevertheless, area families showed up because they knew it was an important event. It was an opportunity for the CVG crowd to discuss contract talks, to become acquainted, and to directly engage Union leaders. I was happy we had such a great turnout despite the miserable weather.

In addition to the FAP events, I viewed the informational pickets as one of our most consequential demonstrations of resolve, and this is why I, like many of my fellow members, did my best to attend as many as possible. [In total, Jason, oftentimes with his family, attended five pickets plus the late-December 2014, Go Team Picket in West Palm Beach.] Denise and I combined the 2014 Poker Picket in Las Vegas with a little R&R, and it was a great experience. With one picket under our belt, we decided to make Omaha 2015 a true family affair.

For my sons, Seth, 11, and Luke, 9, the Omaha picket was that very rare opportunity to miss a day of school, and so they were obviously all in. This was, however, before we drove the 11 hours from Cincinnati to Omaha, but they were troopers. On the return home, to their dismay, we drove straight through: One day of missed school for such an important event is fine, but two days is one too many.

While the Omaha picket was a very serious event – a turning point really – for NJASAP, it was also something my family really enjoyed. The boys had



great fun eating Uncle Warren’s ice cream and touring his RV and mobile home during the rainstorm. The highlight for them, however, was witnessing security remove [NJASAP President] Pedro [Leroux] from the convention center after having a cordial conversation with a Netjets owner.

For Denise, Omaha was an excellent opportunity to put faces with names and to experience first-hand the camaraderie of an event of this magnitude. Certainly, 450-plus pilots gathering in Omaha was overwhelming in the best possible way. I am thrilled that I not only had the opportunity to be part of something truly awe-inspiring, but also to share it with my family – to show my sons the importance of fighting for what is right.”

Based in Cincinnati, Jason lives in Walton, Kentucky with his wife, Denise, and two sons Seth and Luke. The Phenom captain accepted employment with Netjets in February 2005.

Family Props...

As Jason pointed out, realizing the 2015 Collective Bargaining Agreement was a result of Membership resolve and determination – with more than a little help from their families. The NJASAP FAP is privileged to acknowledge the outstanding efforts of Diane Stein and Sonya Johnson. Diane, whose spouse is former Strike Prep Chair Capt. Jeff Stein, and Sonya Johnson, who is the significant other of Capt. John Lieber, provided invaluable logistical and moral support during a number of NJASAP’s informational pickets. For this, they have the Union’s sincere gratitude and admiration.

The NJASAP logo, featuring the letters "NJASAP" in a bold, blue, sans-serif font, with a stylized blue triangle to the left.

NJASAP Headquarters Columbus, Ohio

The NJASAP Membership's road to securing the 2015 Basic Agreement demanded unprecedented commitment and solidarity. To commemorate the battle that was waged to protect livelihoods decades in the making, murals have been installed in the pilot meeting room of the NJASAP office. All pilots are encouraged to stop by NJASAP to view the installation during their next trip to pilot recurrent or when passing through.

CBA15 HIGHLIGHTS

Did You Know ...



Tour Slides

Available on an ad-hoc basis, a tour slide may be requested to accommodate a last-minute schedule change; Company concurrence is required.



Per Diem

Domestic: \$2.09/hr
International: \$2.70/hr



Crew Bases

A pilot may change his or her crew base every 15 days.



Vacation Swap

CBA15 allows pilots to swap vacation weeks that were available but not assigned during the vacation bidding process or that become available due to scheduling and booking changes.



Flight Physicals

Physical without EKG: \$121.89
Physical with EKG: \$243.78



Severance Package

Severance pay is available to pilots 50 years of age and older with at least 11 years of service. The payout, which is calculated by multiplying \$2,000 by years of service, is made in 23 equal monthly installments beginning the month following separation from the company.



Companion Bidding

Letter of Agreement 19-008, which provides for companion bidding, remains in effect.



PTO - Paid Time Off

Pilots may now bid for PTO with 72 or fewer hours preceding the start of the duty tour containing the requested day(s).



Other Benefits

- Yodis Legal Services [FAA Enforcement Action Protection]
- Hyatt Legal Plan [Wills, Trusts, Adoptions, etc.]
- Company-provided Life Insurance of \$52,000
- An additional life insurance policy is available for up to three times a pilot's annual salary or \$600,000, whichever is greater.



New Schedule Options


CBA15 features expanded scheduling options including the 7&7, CC52, CC60, CC72 and CC76.



Health Insurance

We maintained our health insurance with no premium contributions.

What did you do with your Signing Bonus?



College tuition, missionary support, IRA contributions, rebuilt savings, topped off 401K



Down payment on rental property, finished off a new house, new windows, new front door, new refrigerator, new mattress, new closets, new barn, new shed, basement wall

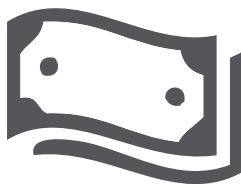
Driveway lined with pecan trees



We asked NJASAP members how they chose to spend their signing bonus, and the responses were as varied and unique as the pilot group itself. While some used the bonus to continue their recovery from the five-year pilot furlough, others made investments in their retirements, children's college education or new business ventures. Here are a few of the highlights ...



Taxes, student loans, credit cards, college, salary while on FMLA, diapers, tires, suitcase, launched a new business



Replaced the family car

Announcements

The NJASAP Family Awareness Program in partnership with NetJets is working to develop an initiative to recognize pilots with five or more years of service with a service plaque upon their retirement or transition to a new phase of their career. Family Awareness Program Chair Kim Talleur and VP Director of Operations Alan Bobo are spearheading the project that seeks to commend fellow aviators for a job well done.



<https://www.facebook.com/njasapfap>

Please like the FAP Facebook page. We currently have 225 likes. There will be a \$50 gift card drawing when the number reaches 300, 400 and 500.

The Signing CEREMONY



NJASAP Executive Board members and Negotiators joined senior NetJets managers and Negotiators on Jan. 6 to sign the 2015 Basic Agreement. NJASAP President Pedro Leroux and Lead Negotiators Mike Pascalar and Mark Luthi signed the agreement on the Union's behalf, while President Shane Eyer signed for NetJets. "The signing ceremony was an auspicious occasion – one that was two-and-a-half years in the making," Leroux said. "With the 2015 Collective Bargaining Agreement formally executed, we can close the chapter on bargaining and focus more fully on rebuilding a culture of labor-management cooperation."

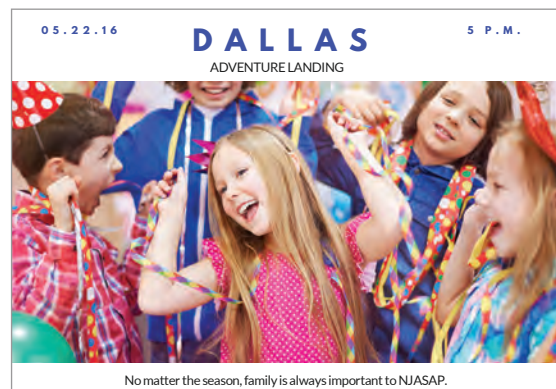
Upcoming Events DALLAS, TX

May 22, 2016 5-9 pm

No matter the season, family is important to NJASAP, and the Association will continue to support and engage families in the year ahead. The Family Awareness Program will kick off this next phase of its work in Dallas when it hosts an evening of family fun at Adventure Landing. The event will begin with a barbecue at the picnic pavilion followed by go karts, bumper boats, miniature golf and laser tag. The event will conclude with a gift card drawing for our participants. Please RSVP at <https://fap-dfw.eventbrite.com>.



Adventure Landing
17717 Coit Road
Dallas, TX 75252
972.248.4653





Family Awareness Program
2740 Airport Dr., Suite 330
Columbus, Ohio 43219

PRESORTED
FIRST CLASS
U.S. POSTAGE
PAID
LAS VEGAS, NV
PERMIT NO. 781



FUTURE PILOTS

