FAQ #1

WHY SHOULD THE FLYX PILOTS ORGANIZE?

We need contractual protections and a strong Union to enforce them! It's that simple.

Without it, we get more of what we just experienced. Unjust terminations and company-mandated changes, without pilot input, including new pay rates without guarantees. Considering no sick leave, high insurance costs, and a package less than our #6 competitor, we are seeking pay, benefits, protections and support that our union-represented #1 Competitor achieved. Union representation is the first step in achieving that.

Our Union doesn't have to be adversarial *with FlyX management. In fact, we prefer a mutually beneficial relationship that is professional on all levels. Many unions collaborate with their carriers' management team and assist with Company initiatives – so all prosper.*

www.flyx4teamsters.com

WHY CHOOSE TEAMSTERS?

Your fellow junior and senior pilots at FlyX, both SICs and PICs, considered an in-house union. However, when we weigh the benefits and resources of a national union against an in-house union and Teamsters vs ALPA, the answer is clear: Teamsters is the RIGHT CHOICE for our union representation.

Let's face it, the NetJets pilot contract wouldn't be the #1 pilot contract if it weren't for the Teamsters. When the Teamsters Airline Division representatives negotiated the NetJets pilots' first contract in 2005, it set a high standard and it raised the bar for us all. With defined union targets and goals - we can all win.

More specifically, we envision a home in the Airline Professionals Association, Teamsters Local 1224 ("Teamsters Local 1224"). Here's why:

- *Teamsters Local 1224 has a history of representing Part 135 pilots across the board.*
- *The multi-carrier structure that Teamsters Local 1224 provides, will give us the opportunity to* ***"make it our own"*** *while simultaneously giving us the strength and benefits of a national union.*
- *We will have access to tremendous resources, including a library of pilot contracts across the industry.*
- *We will have access to airline, corporate, safety, legal, communications, and aeromedical expertise.*
- *We will be part of an extended network of other carriers. We will have brothers and sisters at other airlines with whom we can participate in joint training, learn from similar experiences, and connect with to discuss expectations and strategies.*

WHEN I THINK OF A CONTRACT, WHAT SHOULD THAT MEAN?

Some pilots at FlyX have never worked under a negotiated Collective Bargaining Agreement (CBA) . A CBA is more than pay. It contains work rules and addresses nearly every aspect of an employee group's working relationship with the company. CBAs include ***scope, seat and furlough protections, pay guarantees, insurance and sick benefits, vacation time, retirement provisions, contract enforcement, scheduling rules, protections for medical and other leaves of absence, as well as safety programs.*** *A CBA provides a basis for advancement and standards on which FLYX pilots can rely.*

DO I HAVE TO PAY DUES?

*There are **NO dues until a first CBA is signed. Thereafter, as members of Teamsters Local 1224,** we would pay the current dues rate of 1.56% of gross pay.*

Almost half of every dues dollar ($0.52 as of November 2025) will be allocated specifically to our pilot group's elected Executive Council, to directly address the priorities of our FLYX pilots as needed.

An estimated 16% is allocated to pay per capita fees associated with membership in affiliated organizations (the International Teamsters, State Conference, Joint Council, etc.) and for CAPA membership.

The remaining portion funds the Local Union's staff and infrastructure and provides for legal representation, safety, administrative, communications, and IT support.

HOW DO I GET INVOLVED IN THIS EFFORT?

The success of an organized pilot union is dependent on its local pilot leadership. Many of our pilots at *fly*Exclusive have notable experience and expertise serving pilots in various management committees and union executive councils. If you are a prior Teamster, ALPA member or have served in a chief pilot office or an independent pilots' union-- ***We want to talk with you.***

This is about making *fly*Exclusive *great again* and a destination career move for all.

Establishing our own Union is the first step. Thereafter, we can begin building a committee structure of experienced men and women who will become our subject matter experts (SMEs).

If you can spare some time supporting your fellow pilots and would like being in on the pivotal discussions that help to make the positive changes here, ***SIGN UP on the website to join our mail list*** or drop us an email at info@flyx4teamsters.com.

You can also reach out to Local 1224's President Joe Muckle directly via email at jmuckle@apa1224.org or via phone at 937-382-0201 ext. 2547.