

**E**xpressJet is vastly different from the company it was just one year ago, and more changes are afoot. Its success is due to a combination of a cooperative, functional labor-management relationship and a viable business plan designed to produce results for all of the company's stakeholders.

## ExpressJet

### ExpressJet Pilots On a Path to a Brighter Future

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**ExpressJet operates 234  
Embraer-145 LRs and XRs.**

### XJT at a Glance

**Pilots Joined ALPA:** 2004 (the former Continental Express was split from Continental and two separate MECs were established—Continental and ExpressJet)

**Number of Pilots:** 2,805, including 347 on furlough (before recall)

**Operations:** Flies more than 40,000 passengers per day to 130 destinations in the United States, Canada, Mexico, Central America, and the Caribbean with approximately 1,100 departures daily

**Pilot Bases:** Houston, Tex.; Newark, N.J.; and Cleveland, Ohio

**Headquarters:** Houston, Tex.

**Fleet:** 234 EMB-145 LRs and XRs

ExpressJet's future and that of its pilots looks bright because of the pilots' hard work, dedication, and sacrifices.

In August 2009, the ExpressJet Master Executive Council elected officers to begin terms on September 1. Capt. Chris Cashmareck was elected to serve as the MEC chairman, Capt. Chris Malo was reelected vice-chairman, and Capt. Eric Stoltz was reelected secretary-treasurer.

Management has also announced changes. ExpressJet President and Chief Executive Officer Jim Ream retired from the airline at the end of 2009, after 15 years of combined service to ExpressJet and its former parent, Continental. During his tenure, Ream was a strong advocate for building and maintaining positive labor relations. By keeping the pilot group informed and engaged, Ream successfully positioned ExpressJet as a leader in the competitive regional industry. A member of the ExpressJet Board of Directors will assume his position until a replacement is found, and the pilots anticipate being included in the search and selection process.

Meanwhile, the company has again begun to reshape its business model. ExpressJet engaged in short-term contracts with United Airlines in the summer of 2009, and from December 2009 through April 2010. The company was recently awarded multiyear Capacity Purchase Agreements (CPA) for 22 EMB-145s to begin service in May 2010. The number of aircraft will vary but is anticipated to be as great as 32 during the summer months.

Because of the new CPAs with United, recall notices were sent out in December 2009 and classes are scheduled for January, February, and March. ExpressJet management will reevaluate the schedules for Continental, United, and charter flying to determine whether additional recalls are necessary. Additionally, the pilots are

continuing a dialogue with management to ensure the airline is adequately staffed and can operate at the highest level. The MEC expressed its position of keeping a higher percentage of captains during the last round of furloughs and downgrades by continuing reduced flying lines and reintroducing "no fly" lines. Not only was it the right thing to do to mitigate staffing changes, but the pilots also believe it helped enable the company to capture additional flying.

"The fact that ExpressJet is recalling pilots is a direct result of our group's dedication and professionalism," says Cashmareck. "We have one of the airline industry's leading contracts, and management worked with us to implement creative solutions that retained extra pilots and aircraft. As a result, the company was able to move quickly and secure additional flying opportunities without pilot concessions."

The MEC has also focused its efforts to improve the pilots' contract, specifically related to safety and training. In 2009, the MEC and management signed an agreement modifying the Aviation Safety Action Program (ASAP) at ExpressJet. The agreement provides that no pilot will be disciplined for any event accepted into ASAP; this includes fatigue calls, which were brought under ASAP at the same time. Additionally, the Training Department is transitioning to an Advanced Qualification Program (AQP) with input from the pilots.

Currently, the ExpressJet MEC leaders are preparing for Section 6 negotiations and developing a plan to achieve a new collective bargaining agreement that addresses the changing nature of their flying and meets the needs of the pilot group. The MEC is also working to learn more about and prioritize the issues and concerns of pilots who fly charters. The MEC is developing a comprehensive proposal as the contract becomes amendable in November 2010.

"ExpressJet is on a path to a brighter future," concludes Cashmareck. "There will be many opportunities and challenges ahead as we work with management to rebuild our airline and repay our pilots. We are prepared to address every one of these situations appropriately so our company—and our pilots—may prosper." 🌟