

2750 MEMBERS FIRST

ACCOUNTABILITY CHARTER

2027

INDIVIDUAL UNDERTAKINGS

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2027-2029 Service Term

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2750 MEMBERS FIRST

CHARTER OF ACCOUNTABILITY

Our Commitments to the Membership

2027-2029 Service Term

Personal standards. Public accountability. Membership governance.

Our Commitment

We believe the International Brotherhood of Teamsters Constitution and Local 2750 Bylaws establish meaningful rights and responsibilities for the membership and assign distinct powers and duties to the Local Union, its officers, Executive Board, stewards, committees, and agents.

For more than four years, we have advocated an interpretation of those documents that recognizes a more substantial role for the membership in determining the direction and business of its union.

We recognize that some questions of interpretation remain disputed. We will continue to advance our understanding in good faith, respect controlling legal and constitutional determinations, and support lawful amendments through which members can clarify and expand their governing authority.

We commit to applying these same principles to ourselves when they limit our own authority.

We further believe that candidates should establish specific, measurable standards for their performance in office. Members should be able to determine what their elected representatives promised, what actions they took, what results they achieved, and why any commitments remain unfulfilled.

Accordingly, we individually accept the following public commitments as candidates for Local 2750 office.

ARTICLE I | NATURE AND PURPOSE OF OUR COMMITMENTS

- 1.1. Individual Accountability** Each signatory personally accepts the commitments in this Charter. Upon taking office, each will undertake the duties applicable to that office in accordance with the Constitution, Bylaws, collective bargaining agreement, and applicable law.
- 1.2. Accountability for Our Own Actions** We will be accountable for our individual votes, decisions, conduct, reporting, and reasonable efforts to carry out these commitments. We will not promise results requiring the independent approval of Atlas, the Executive Board, membership, International Union, or another authorized decision-maker.
- 1.3. Public Accountability** We will make our commitments available to members, establish measurable implementation objectives, report our progress, explain failures, and identify corrective actions.
- 1.4. Consistent Application** We will apply our understanding of the governing documents when those provisions constrain our own authority as well as when we invoke them to question the authority of others.
- 1.5. Equal Representation** We will represent members fairly without regard to political affiliation, election preference, criticism of our actions, or participation in Members First.

ARTICLE II | MEMBERSHIP RIGHTS AND GOVERNANCE

- 2.1. Membership Authority** We will respect and implement valid membership decisions within the authority established by the governing documents.
- 2.2. Membership Meetings** We will support meaningful opportunities for members to introduce proper business, make motions, deliberate, vote, and exercise available procedural appeals. We will not suppress otherwise proper business merely because we disagree with its substance.
- 2.3. Information and Accountability** We will provide meaningful explanations of significant union decisions and respond to legitimate requests for information, subject to applicable confidentiality and disclosure requirements.
- 2.4. Protection of Member Rights** We will respect members' statutory and constitutional rights of expression, association, deliberation, voting, advocacy, and access to lawful remedies. We will not treat disagreement with union officers as an independent ground for discipline or diminished representation.

- 2.5. Governing Authority** We will distinguish individual member rights, decisions made by the membership collectively, the powers of the Local Union as an institution, and the authority specifically assigned to officers, the Executive Board, stewards, and committees. Where a dispute concerning authority exists, we will explain our interpretation, identify its governing basis, and pursue appropriate resolution.

ARTICLE III | OFFICERS, EXECUTIVE BOARD AND STEWARDS

- 3.1. Responsibilities of Office** We will exercise official authority for legitimate union purposes and in accordance with the powers, duties, and procedures assigned to the office.
- 3.2. Executive Board Accountability** We will exercise independent judgment, identify material conflicts of interest, respect proper Board procedures, and accurately account for our individual votes and actions.
- 3.3. Protection of Elected Stewards** Although Local Bylaws §13(H) permits removal of elected stewards by special Executive Board vote, we voluntarily commit not to vote for such removal without documented legitimate grounds and fair procedure, or a controlling disciplinary determination or adopted standard requiring the action. We will not support removal in retaliation for protected expression, political disagreement, or legitimate grievance advocacy.
- 3.4. Steward Responsibilities** We will respect the investigation, grievance-presentation, and committee responsibilities assigned to stewards. We will support their training, access to appropriate information, administrative assistance, and capacity to perform their representative duties effectively.
- 3.5. Fair Union Discipline** We will respect the procedural protections of Article XIX, the Local Bylaws, and applicable law, including required preliminary review, adequate specification, impartial consideration, and meaningful opportunity to defend. We will not employ disciplinary procedures to punish protected member advocacy or political opposition.

ARTICLE IV | MEMBERSHIP ORGANIZATION AND BYLAW REFORM

- 4.1. Meaningful Member Organization** We will support a deliberate structure for member education, participation, organization, and collective action through properly authorized union procedures.
- 4.2. Bylaw Amendment Access** We will continue to support removing the January-only restriction on submitting proposed amendments to the Local Bylaws and establishing meaningful procedures for membership-meeting business.

- 4.3. Membership's Committee** We will develop and present proposals for a Membership's Committee designed to help members organize, educate themselves, prepare proposals, and participate in Local Union governance between membership meetings.
- 4.4. Member-Selected Committees** We will support consideration of committees selected through membership-approved procedures, with defined responsibilities, reporting obligations, and accountability. Subjects for consideration include bargaining priorities, stewardship, grievance enforcement, budgeting, financial oversight, and membership organization.
- 4.5. Volunteer Working Groups** We will support working groups organized through authorized committees to perform research, outreach, communication, and other delegated tasks without assuming powers reserved to the Local Union or its authorized representatives.
- 4.6. Membership Decision** We will advocate reforms we believe will improve our Local, but the membership must have the opportunity to deliberate and determine which lawful proposals to adopt. We will respect the prescribed amendment procedures and required approvals.

ARTICLE V | COLLECTIVE BARGAINING

- 5.1. Written Bargaining Demands** We will respect the procedures established by Bylaws §27(A), including the required request for written bargaining demands when applicable. Surveys and other methods of participation may supplement, but will not silently replace, a mandatory governing procedure.
- 5.2. Negotiating Committee** We will retain and support the seated Negotiating Committee consistent with lawful authority, and seek appropriate professional legal, economic, research, and operational support.
- 5.3. Member Participation** We will support a meaningful process for members to understand bargaining priorities, propose demands, participate in discussion, and exercise any decision-making authority assigned to them.
- 5.4. Bargaining Transparency** We will provide substantive information concerning negotiations, proposals, tentative agreements, and progress to the extent consistent with legitimate bargaining confidentiality and legal obligations.
- 5.5. Ratification and Authorization** We will respect applicable membership approval, ratification, and referendum requirements, including those established by Bylaws §27(C) and the International Constitution.
- 5.6. Bargaining Accountability** We will report material bargaining developments, explain significant strategic decisions where permissible, and distinguish negotiated results from objectives not yet achieved.

ARTICLE VI | CONTRACT ENFORCEMENT AND GRIEVANCE REPRESENTATION

- 6.1. Organized Enforcement** We will support the establishment and maintenance of comprehensive contract-enforcement procedures consistent with the President's responsibilities under Bylaws §7(I).
- 6.2. Grievance Accountability** We will seek procedures identifying responsibility for grievance intake, investigation, determination, advancement, deadlines, appeals, and reporting.
- 6.3. Reasoned Decisions** Members should receive meaningful explanations when grievances are declined, withdrawn, or not advanced, together with information concerning available reconsideration or review procedures.
- 6.4. Steward Organization** We will support a functioning Stewards Committee with clear procedures, appropriate authority, training, resources, and accountability.
- 6.5. Member Review** We will pursue lawful procedures for meaningful review of grievance-handling decisions, while preserving contractual deadlines, confidentiality, and the Local's exclusive representative authority.
- 6.6. Consistent Enforcement** We will identify recurring violations, pursue appropriate remedies, and distinguish the filing of grievances from their effective enforcement and resolution.

ARTICLE VII | SPECIFIC MEMBER-SERVICE COMMITMENTS

- 7.1. Article 33** We will pursue timely hostile-area designations and contractual protections supported by available evidence, including assessment of regional threats, continuing designation requirements, assignment and refusal rights, applicable insurance and disability protections, and necessary grievance or System Board action. We will maintain responsible representatives, records of pending requests, applicable deadlines, and meaningful updates to affected members.
- 7.2. Travel, Hotels and Rest** We will pursue Atlas's contractual responsibility for deficient travel and lodging arrangements, including services performed through AMEX GBT and other providers. We will support timely reporting, investigation, preservation of grievance deadlines, appropriate remedies, and systemic correction of recurring failures. Within 60 days of assuming office, we will pursue proposals addressing stronger enforceable service standards and appropriate compensation for documented losses and time spent correcting deficient arrangements.

- 7.3. E-3 Immigration and Employment Continuity** We will establish a continuing support process for affected Australian pilots, including access to qualified independent immigration counsel, proper documentation, and representation when immigration interruptions affect employment. We commit to acknowledging requests within two business days and providing an initial written action plan within five business days, with urgent deadlines escalated immediately. Within 60 days of assuming office, we will pursue proposals addressing employer documentation, fees, scheduling, leave, seniority, benefits, and return-to-work arrangements.
- 7.4. Performance Standards** These commitments require diligent action and representation within lawful authority. We do not guarantee employer agreement, government approval, arbitral relief, or outcomes beyond our control.

ARTICLE VIII | FINANCIAL STEWARDSHIP AND COMPENSATION

- 8.1. Monthly Trustee Examination** We will support and facilitate the Trustees' monthly examination of Local Union books as required by Bylaws §11 and the Secretary-Treasurer's supporting-record duties under §9(H). The results must be reported at the next regular membership meeting in accordance with the Bylaws.
- 8.2. Trustee Independence** Trustees will exercise independent judgment, verify required information, and decline to approve unsupported or unverified records. Other officer signatories will provide necessary records and will not interfere with their independent duties.

- 8.3. Officer Compensation** Within 60 days of taking office, we will introduce and support lawful adoption of the following proposed annual gross-salary schedule:

Office	Annual gross salary
President	\$100,000
Vice President	\$100,000
Secretary-Treasurer	\$100,000
Recording Secretary	\$100,000
Three Trustees	\$75,000 each
TOTAL	\$625,000

This is a proposed gross-salary structure, not a representation that the Local has adopted it or that the amount includes all benefits, taxes, Flight Pay Loss, and legitimate business expenses.

- 8.4. Accurate Reporting** We will seek transparent, understandable reporting of officer compensation, allowances, Flight Pay Loss, company reimbursements, and union expenditures, with appropriate separation of compensation from legitimate expenses.
- 8.5. Responsible Savings** We will identify actual savings after accounting for necessary services, staffing, transition expenses, and reporting obligations. We will seek to redirect verified savings toward bargaining, professional representation, contract enforcement, and other member services through lawful budget procedures.

ARTICLE IX | PERSONAL CONDUCT AND OFFICER PERFORMANCE

- 9.1. Personal Integrity** We will not use union office, confidential member information, or representational decisions for personal advantage. We will disclose material conflicts and comply with lawful recusal obligations.
- 9.2. Management Conflicts** We will not use elected union office as a means of obtaining favorable treatment or future management employment with Atlas. We support developing legally appropriate safeguards, including the contemplated 18-month post-service restriction on accepting covered management positions. We will seek qualified legal guidance on that restriction and publicly explain any modifications necessary to establish lawful and workable protections.

- 9.3. Line Flying** We will remain connected to line operations and establish measurable office-specific flying objectives within 45 days of assuming office, subject to safety, medical qualification, leave, rest, scheduling, and essential union responsibilities. We will report performance separately from training, reserve, deadheading, and union-release activity.
- 9.4. Presidential No-Outbasing Commitment** John Corcoran separately commits that, if elected President, he will not outbase during his service, using the meaning established in the applicable collective bargaining agreement.

ARTICLE X | PUBLIC REPORTING AND ACCOUNTABILITY

- 10.1. Initial Implementation Plan** Within 30 days of taking office, each elected signatory will identify the commitments applicable to that office, the actions necessary to fulfill them, responsible participants, deadlines, and measurable objectives.
- 10.2. Periodic Reporting** At least every 90 days, we will publish a report identifying commitments completed, actions taken, results obtained, outstanding work, obstacles, and corrective steps.
- 10.3. Unfulfilled Commitments** When a commitment cannot be fulfilled, we will explain the reasons, including any controlling legal or constitutional obstacle, refusal by another authorized decision-maker, or failure within our own responsibility.
- 10.4. Accurate Representations** We will distinguish promises, proposed actions, formally adopted decisions, completed work, and results actually achieved.
- 10.5. Accountability to Every Member** We invite members to compare our published commitments with our actions and to question our performance throughout the term, not merely at the next election.

ARTICLE XI | DEVELOPING ADDITIONAL INDEPENDENT ACCOUNTABILITY

- 11.1. Our Objective** We believe public promises and reporting can be strengthened through appropriate independent accountability procedures. We therefore commit to making our best good-faith efforts to investigate, develop, and pursue lawful arrangements for reviewing our personal performance and maintaining or withdrawing the voluntary political endorsement of Members First.
- 11.2. Mechanisms to Be Considered** We will examine arrangements providing for documented complaints, independent and impartial review, notice and a fair opportunity to respond, reasoned findings, correction of established failures, appeals, and appropriate endorsement consequences. We will also investigate whether additional voluntary contractual accountability, including lawful financial consequences for specifically defined serious breaches, is legally appropriate and practically feasible.

- 11.3. Legal and Organizational Review** We will seek competent guidance addressing organizational status, jurisdiction, governing rules, participation, independence, confidentiality, funding, contractual enforceability, lawful remedies, and potential conflicts with federal labor law and union governing documents.
- 11.4. Institutional Independence** Any proposed organization or procedure must remain separate from Local 2750's exclusive bargaining authority and its governing, disciplinary, grievance-adjustment, and representational functions. It must not control an officer's lawful exercise of official authority, supplant rights belonging to the entire membership, or use union or employer resources unlawfully.
- 11.5. Commitment to Progress** Within 90 days after certification of the 2026 election results, we will publish an account of the work undertaken, the questions requiring resolution, and the next proposed steps. Within 180 days after certification, we will publish a proposed accountability framework or a reasoned explanation of any legal or organizational obstacles preventing its completion, together with lawful alternatives and further steps where appropriate. We will continue to account for progress in subsequent periodic reports.
- 11.6. No Predetermined Legal Outcome** Our commitment is to pursue this work diligently, obtain appropriate advice, develop feasible alternatives, and provide members with an honest account of the results. We do not promise to establish a legally impermissible organization, an unenforceable financial penalty, or a procedure conflicting with an officer's duties to the entire membership.
- 11.7. Future Adoption** Any continuing organization, endorsement procedure, or contractual enforcement arrangement will require its own appropriate governing rules and lawful adoption. Any materially new personal financial obligation or contractual restriction will require the informed, separate acceptance of the individual concerned. Nothing in this Charter establishes an independent bargaining representative, creates union disciplinary authority, or presently imposes a monetary penalty.

ARTICLE XII | ACCEPTANCE AND COMMITMENT

This Charter is our statement of public campaign commitments and the standards of performance we individually accept.

It is not an amendment to the International Constitution, Local Union Bylaws, or collective bargaining agreement. It does not itself establish a separate legal organization, contractual damages remedy, or union disciplinary process.

Our signatures signify our personal commitment to pursue the stated objectives, honor the applicable performance standards, account publicly for our actions, and subject our conduct to examination by the members.

We understand that members will be entitled to evaluate us against these promises throughout our service.

We will hold ourselves to the standards we have advocated for others.

2750 Members First | Candidate Acceptance

Candidate	Office	Signature / Date
John Corcoran	President	_____
Mark South	Vice President	_____
Jesse Johansen	Secretary-Treasurer	_____
Brent Szumal	Recording Secretary	_____
Zachary Zimmerman	Trustee	_____
Charles Randall	Trustee	_____
John Margaritondo	Trustee	_____

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