

THE CHOICE IS YOURS

ACCOUNTABILITY OR MORE OF THE SAME

The rules. The payments. The responsibility.

01 THE QUESTIONS DO NOT END WITH A SLATE CHANGE.

John questions the continuation of Flight Pay Loss after Heath Martin's medical certificate expired. **Martin says he chose not to renew it while doing full-time union work; he denies that he could not hold a medical.** That distinction matters. Members deserve the applicable leave rules, payment authorizations and explanation of how the arrangement complied with them.

02 STEWARDS MUST STAND WITH THE MEMBERS.

Members First disputes how its Article 33 grievance was handled. **Members deserve a clear record of who received it, who acted and what happened next.** The Larkin / Montgomery slate should explain its approach to front-line enforcement. Our standard is equal application of the CBA and accountable grievance handling.

03 WE KNOW THE BYLAWS. WE INTEND TO USE THEM.

John cites his 2023 Article XXII election challenge and the January 2026 bylaws petition as examples of member action. **If the members ratify the proposals we already made, we will deliver the process so the membership can act.**

IN THIS MAILER The financial record. The Miami Hyatt account. The contract. The proposals. Your vote.

READ THE RECORD
Figures and source documents

HEAR THE ACCOUNT
John's full 19:17 recording

ASSESS THE PROPOSALS
Reforms and member direction

LISTEN TO THE FULL PRESENTATION
19:17 audio + interactive briefing

Audio links open the full briefing. Union membership confirmation required.

YOUR DUES. THEIR RESPONSIBILITY.

Every dollar deserves a record.

HEATH MARTIN / 2025 LM-2 REPORTED TOTAL

$483,006

$421,801
Gross salary - Column D

+

$61,205
Official business - Column F

The categories matter. The total includes official-business expenses as well as salary. Item 69 says certain reimbursements reported in 2025 cover 14 months, October 2024-November 2025. John's multi-year estimate needs a year-by-year reconciliation.

OPEN THE LM-2 FINANCIAL RECORD

WHAT WE WILL DO

Members decide
Deliver the bylaws process if members ratify our proposals.

18-month cooling-off
Propose a gap between E-Board service and a Company management position.

Cut Board pay by $1.2m
From $1.8m to $600,000. Redirect savings to professional services for negotiations and other dealings with Atlas management.

Open books
Every disbursement subject to review; publish clear reporting.

Enforce at the front end
No "fly now, grieve later" as a substitute for timely enforcement.

Staff supports the Board
Hire staff so the Board oversees - it does not become the staff.

Existing audit acknowledged: the filing discloses a Calibre CPA Group audit. A focused review of disputed arrangements is a separate proposal.

THE WHOLE BOARD MUST ANSWER.

Bylaws identify financial responsibilities and require two signatures on checks, including the President or Secretary-Treasurer. **Members should be able to trace each disputed payment to its authorization and governing rule.** Signing authority alone does not show who approved a particular payment.

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MIAMI HYATT BBQ / JOHN'S ACCOUNT

A correction deserves follow-through.

John recounts that he and Jesse Johansen challenged a medical-policy issue and sought a membership vote. He says accusations then circulated that they had stolen or tried to steal union money. **John says no funds were disbursed, authorized or spent for the proposal.**

JOHN RECOUNTS ASKING PAULSEN:

"Did I try to steal union money?"

He recounts the reply: **"No, you didn't try to steal money."**

John identifies other pilots and instructors as witnesses. He says Paulsen promised a President's Message to correct the record and that he has not seen that correction. **This is John's account, not an independent finding about the conversation or anyone's motives.**

HEAR THE HYATT ACCOUNT / 13:19

ONE SET OF RULES. READ THE CONDITIONS.

13.B.1	Medical leave addresses specified inability to hold the required certificate or perform duties; long-term leave begins on day 31 of qualifying inability to work.
13.B.5	Medical leave is unpaid subject to the clause. Accrued sick leave must be used; vacation may be used at the pilot's election after short-term sick leave.
13.B.7	Coverage may continue with the employee contribution for the specified six-month period, then with the full cost paid by the member.
13.B.3	Termination applies if unable to return after five years or twice length of service, whichever is shorter.
13.I.2 / .8	Union release is separately provided for. Specified union-leave categories retain eligibility for employment benefits.

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THE RECORD. THE CHOICE.

A union that belongs to the members.

SHOW THE RULE. SHOW THE AUTHORIZATION.
Members deserve a documented explanation of officer pay and benefits. A certificate's nonrenewal alone does not prove medical disqualification or unauthorized pay. Compare the complete rules with the actual leave status and payment records.

We will not replace one group of insiders with another. We will deliver the bylaws process the membership already has the power to use. **If you ratify the proposals we already made, the cooling-off period, lower Board pay, open books and front-end enforcement become commitments members can judge.**

We will cut Board pay from $1.8m by $1.2m and redirect the savings to professional services for negotiations and other dealings with Atlas management. **Pilots fly. The union serves.**

THE TEAM ASKING FOR YOUR VOTE



John Corcoran	Mark South	Jesse Johansen	Brent Szumal	Zachary Zimmerman	Charles Randall	John Margaritondo
President	Vice President	Secretary-Treasurer	Recording Secretary	Trustee	Trustee	Trustee

VOTING WILL TAKE PLACE ONLINE

OPENS / OCTOBER 30
9:00 a.m. EDT

CLOSES / DECEMBER 1
9:00 a.m. EST

VOTE. MEET THE TEAM. TAKE IT BACK.

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