PERSONAL STANDARDS. PUBLIC ACCOUNTABILITY.

WE'RE PUTTING OURSELVES ON THE RECORD.

Our commitments. Our accountability. Your union.



OUR CHARTER OF ACCOUNTABILITY

For more than four years, we have questioned how Local 2750 is governed, how its officers exercise authority, how grievances are handled, and what role the membership should play in directing our union.

One principle has guided us: The governing documents must mean the same thing when they limit our own authority as when we invoke them to question someone else's. Now we are putting that principle into writing.

MEMBERSHIP GOVERNANCE

Respect valid member decisions and meeting rights; support removing the January-only amendment limit and developing member-selected committees.

OFFICERS AND STEWARDS

Respect assigned authority. Do not vote to remove an elected steward without documented legitimate grounds and fair procedure.

BARGAINING AND GRIEVANCES

Respect written-demand and applicable ratification procedures; establish documented grievance responsibility, deadlines, explanations and review.

MEMBER SERVICES

Pursue Article 33 protections, travel/rest enforcement, and E-3 help with two-day acknowledgment and a five-day initial action plan.

FINANCIAL ACCOUNTABILITY

Support monthly Trustee examinations; seek a $625,000 gross-salary schedule for seven Executive Board offices with separate expense accounting.

PERSONAL ACCOUNTABILITY

Report every 90 days; disclose conflicts, keep flying the line, and honor the President's no-outbasing pledge.

We promise actions and decisions within our own authority, not outcomes controlled by Atlas, another officer, or another governing body.

WHY THESE PROMISES MATTER

A problem of governance, not simply communication or personalities.

BARGAINING & MEMBER AUTHORITY

Since the 2016 bargaining cycle, pilots have experienced merger-related disputes, litigation, interest arbitration and implementation of a collective bargaining agreement without a membership ratification vote.

We believe that history warrants examination of the strategies used, the opportunities available under the Railway Labor Act, and the role members were permitted to exercise.

The present cycle raises questions about written demands, bargaining priorities, mediation timing, access to proposals and tentative agreements, and leverage.

CONTRACT ENFORCEMENT

How well does our grievance system work? How are decisions to advance or decline grievances made, explained, recorded and reviewed?

Are stewards properly organized and equipped to perform their assigned duties? Do committees answer to the membership, or operate primarily by appointment and executive direction?

These are institutional questions. They deserve institutional answers.

THE CONTROVERSY IS PART OF THE HISTORY.

2022

THE MEMBER RESOLUTIONS

At the March 30 General Membership Meeting, members advanced resolutions about meetings, Atlas vaccination policies, and financial assistance. The proposed donations were $100,000 each to three organizations, including AFDCA, **contingent on a majority pilot-group vote.** Local counsel William Wilder subsequently rejected the resolutions' binding effect, and the Executive Board adopted his position.

2023

THE $300,000 CAMPAIGN CLAIM

A Paulsen-Knox campaign mailer characterized the proposal as an attempt to funnel $300,000 into AFDCA. We believe members should compare that characterization with the actual resolution and its voting condition.

2026

DISCIPLINE AND CONSISTENCY

Sean McHugh brought charges against John Corcoran and Jesse Johansen alleging dual unionism and interference. We dispute those allegations. The earlier Paulsen-Knox mailer also accused Pete Tanner of dual unionism over APU; we are unaware of comparable charges against him. We intend to examine why these matters received different treatment.

THE RECORD WILL BE PUBLISHED.

OUR UNDERSTANDING OF THE UNION BELONGS IN THE OPEN

This is not our complete account of the past four years. We are preparing a documented examination of bargaining strategy, contract enforcement, the 2022 resolutions, the Executive Board's responses, disciplinary proceedings, and the governing authority of the membership, officers, stewards and committees.

That will include our response to Wilder's memorandum and a statement of governing principles. At the October 15 crew call, Wilder was described as "probably the best labor attorney that's out there." We will address his interpretation on its merits. **Read the provisions. Examine the record. Decide for yourselves.**

WHAT ABOUT ENFORCING OUR CHARTER?

We considered independent review, withdrawal of political endorsement, and lawful financial consequences for serious breaches. Those ideas raise legal and organizational questions, particularly because elected officers owe independent duties to all Local 2750 members.

We intend to work through those questions responsibly. We will not present enforcement machinery as legally established before it is. **But that does not prevent us from adopting personal standards now, making them public, reporting our performance, and asking members to judge whether we honored them.**

THE CHOICE GOES BEYOND WHO HOLDS OFFICE.

We believe the Constitution and Bylaws already provide members with more meaningful governing authority than current practice recognizes. Where provisions are ambiguous or insufficient, we will support lawful amendments allowing members to clarify and expand their role through deliberation and voting.

> **"We are not asking members merely to trust us with power. We are identifying how we intend to exercise it, where its limits lie, and how we expect to be held accountable."**



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

VOTE: OCTOBER 30, 9:00 A.M. EDT - DECEMBER 1, 9:00 A.M. EST

Paid for by the 2750 Members First Slate. Submitted under Election Rule 9. Campaign material.

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