WHAT MOMENTUM?

ACTIVITY IS NOT PROGRESS.

Our assessment: the collaborative approach has not delivered a clear route to an acceptable agreement. Atlas can keep operating under the existing contract while members wait. Our experience since 2016 raises a hard question: **why assume Atlas shares our urgency?**

WHAT HAS ACTUALLY MOVED?

Sessions, costing, partial tentative agreements and reports of a coming full package do not tell members how close we are to a ratifiable contract. Four basic questions deserve clear answers:

FOUR QUESTIONS FOR OUR NEGOTIATORS AND OFFICERS

01

THE DEMANDS

Has our complete demand package been formally presented to Atlas? If not, what remains, and why?

02

THE TENTATIVE AGREEMENTS

Which provisions are tentatively agreed? What specific language has the committee accepted?

03

THE GROUND RULES

What limits disclosure or member participation? Who accepted those limits, and why?

04

THE STRATEGY

At what measurable point do we change course if direct bargaining remains unproductive?

OCTOBER 15 CREW CALL

Heath Martin discussed how long this process might take. The question is not whether negotiations can last a long time. **It is what strategy prevents delay from becoming the strategy.**

STOP WAITING.
START ORGANIZING.

The question is not whether negotiations should be tough or cooperative. It is whether members are organized, informed, and prepared to build leverage when direct talks stop producing results.

THE NMB IS NOT OUR FRIEND. IT IS NOT SUPPOSED TO BE.

President Paulsen's warning that the NMB is not our friend misses the issue. The Board's role is to mediate unresolved disputes under the Railway Labor Act, not advocate for either party. **Either party may seek mediation when direct talks fail to produce agreement; a formal declaration of impasse is not required.** Mediation has no fixed timetable and does not automatically authorize a strike. Why postpone a potentially lengthy stage that may need to be exhausted before lawful self-help?

A PLAN TO BUILD REAL LEVERAGE

1

REQUEST NMB MEDIATION

If direct negotiations cannot produce agreement, seek mediation rather than relying indefinitely on renewed assurances of progress.

2

ORGANIZE WRITTEN DEMANDS

Have members develop, debate and prioritize written demands, including essential protections and limits on acceptable concessions.

3

MAKE TRANSPARENCY THE RULE

Disclose proposals and tentative language where appropriate, explain ground rules, and identify any genuine confidentiality needs.

4

PREPARE FOR LAWFUL SELF-HELP

Build member networks across fleets and bases, educate pilots on RLA limits, and develop financial and organizational strike readiness.

MEMBERSHIP GOVERNANCE IS PART OF THE STRATEGY

The IBT Constitution distinguishes the **Local Union** from its officers and negotiating committee. Article XIV, Section 2 contemplates membership meetings for contract and strike matters; Section 3 addresses Local Union bargaining authority, subject to Article XII. Members can establish bargaining priorities through authorized procedures while representatives carry out assigned duties.

THE COMPANY HAS A STRATEGY.
MEMBERS NEED AN ORGANIZED ONE, TOO.

Sources: NMB Mediation FAQ; IBT Constitution (2021), Art. XIV; McAlevey & Lawlor, Turning the Tables (2021).

Paid for by the 2750 Members First Slate. Election Rule 9 campaign material; not an official Local 2750 or IBT publication.