

SUCCESSOR CBA BARGAINING PROCEDURE

Integrated checklist and conditional navigation guide

SUCCESSOR CBA BARGAINING PROCEDURE

Select a numbered card for the full procedure. Decisions and destinations are linked.

Members First 2750 | Version 1.0

A OPENING + DIRECT BARGAINING

Contract baseline, written demands, Section 6 notice and direct talks

01 Confirm contract baseline and amendable date Identify the operative CBA, amendments, Article 34 duration and notice window. Criteria satisfied? YES > GO TO 02 Criteria satisfied? NO > STAY HERE	02 Solicit written bargaining demands President requests written demands. Executive Board surveys are separately authorized. Criteria satisfied? YES > GO TO 03 Criteria satisfied? NO > STAY HERE	03 Serve and verify Section 6 notice Verify written notice, service, conference scheduling and the contractual notice window. Criteria satisfied? YES > GO TO 04 Criteria satisfied? NO > STAY HERE	04 Confirm negotiating authority and tasking Verify committee composition, full rank-and-file participation and assigned authority. Criteria satisfied? YES > GO TO 05 Criteria satisfied? NO > STAY HERE	05 //// Direct bargaining and next action Test for a complete proposal, mediation, or actual termination of direct conferences. Otherwise continue bargaining. Complete proposal? YES > GO TO 07 Mediation involved? YES > GO TO 10 Conferences terminated? YES > GO TO 06 Ten days + legal basis verified? YES > GO TO 16 Ten days + legal basis verified? NO > STAY HERE	06 //// Conferences terminated: ten-day exception Verify termination, absence of mediation request/proffer, elapsed ten days and the exceptional legal basis. No automatic strike date. Mediation involved? YES > GO TO 10 Ten days + legal basis verified? YES > GO TO 16 Ten days + legal basis verified? NO > STAY HERE
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B PROPOSAL + MEMBER DECISION

Approval, voting, execution and implementation

07 Obtain Airline Division approval Submit the proposed CBA for required approval before ratification or carrier signature. Division approval? YES > GO TO 08 Division approval? NO > STAY HERE	08 //// Provide final proposal and conduct vote Explain ballot consequences. Apply ordinary or special final-offer rules. Rejection does not reset the RLA stage. Special voting rules? YES > GO TO V1.B Required vote approved? YES > GO TO 09 Proposal rejected? YES > RETURN TO CURRENT STAGE	09 Execute, implement and file Authorized execution, effective dates and applicable NMB and International filings complete the settled dispute. Closeout complete? YES > PROCEDURE COMPLETE Closeout complete? NO > STAY HERE
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C NMB MEDIATION + ARBITRATION

Mediation, arbitration proffer and agreed award

10 Invoke or receive NMB mediation Either party may request mediation; NMB may proffer services. No automatic strike countdown. Settlement proposal? YES > GO TO 07 Mediation underway? YES > GO TO 11	11 Continue NMB mediation No fixed statutory end date. NMB determines whether its efforts have failed; a recess is not release. Settlement proposal? YES > GO TO 07 Arbitration proffer? YES > GO TO 12 Arbitration proffer? NO > STAY HERE	12 //// Respond to arbitration proffer Both parties must accept voluntary binding arbitration. Refusal leads to written NMB notice and cooling-off. Settlement proposal? YES > GO TO 07 Both accept arbitration? YES > GO TO 13 Refusal + NMB notice? YES > GO TO 14	13 Authorized interest arbitration Verify authority and written submission. Distinguish a binding award from a separately negotiated settlement. Negotiated settlement? YES > GO TO 07 Award ready? YES > GO TO 09 Award ready? NO > STAY HERE
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D RELEASE + SELF-HELP GATES

First cooling-off, optional PEB and separate readiness requirements

14 //// First 30-day cooling-off period Monitor PEB creation during the period. NMB must notify when the statutory threshold is met; President may create a PEB. Settlement proposal? YES > GO TO 07 PEB created? YES > GO TO 15 Period ended, no PEB? YES > GO TO 16 Period ended, no PEB? NO > STAY HERE	15 //// PEB created: report and wait Creation triggers restrictions. Report within 30 days; status quo continues through 30 days after the report. Settlement proposal? YES > GO TO 07 Post-report wait ended? YES > GO TO 16 Post-report wait ended? NO > STAY HERE	16 //// Verify both self-help requirements Verify legal readiness and internal strike authority. Board action and required joint Council notice. Settlement proposal? YES > GO TO 07 All requirements met? YES > GO TO 17 All requirements met? NO > STAY HERE	17 Lawful self-help and resolution Lawful action or continued bargaining may follow. A new settlement returns for approval and ratification. Settlement proposal? YES > GO TO 07 Readiness still satisfied? NO > GO TO 16
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V1 STRIKE AUTHORIZATION + FINAL-OFFER VOTING

Parallel voting procedure - may apply during direct bargaining, mediation or later.

V1.A Interim vote Before final-offer determination, the Board may order an interim secret-ballot vote; majority voting decides. Final offer determined? YES > GO TO V1.B Strike authorized? YES > GO TO V1.F	V1.B //// Final-offer determination The Executive Board determines whether an offer is final. A secret-ballot vote follows. Turnout at least 50%? YES > GO TO V1.C Turnout at least 50%? NO > GO TO V1.D	V1.C //// Turnout at least 50% Majority rejection authorizes a strike. Tie: second vote; second tie: rejection and separate strike vote. Proposal approved? YES > GO TO 09 Strike authorized? YES > GO TO V1.F	V1.D //// Turnout below 50% Majority rejection directs further bargaining. A separate strike authorization vote may follow. Proposal approved? YES > GO TO 09 Separate strike approval? YES > GO TO V1.F	V1.E //// Later proposal and renewed vote New proposal requires ratification. Apply the prior separate authorization and required new-vote rules. New proposal approved? YES > GO TO 09 Strike authority verified? YES > GO TO V1.F	V1.F //// Union authority + voting route Authority established: 16. Otherwise: later proposal V1.E, or the final-offer test below. Strike authority established? YES > GO TO 16 Final offer determined? YES > GO TO V1.B Final offer determined? NO > GO TO V1.A
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STEP COLORS: CBA / contract | IBT / Local governance | RLA / NMB | Arbitration / release

DECISION COLORS: Green: criteria satisfied | Red: stay until satisfied | Yellow: alternative route. Red hatching: KEY DECISION POINT. Full steps contain all conditions. [Return to current stage](#) | [Contents](#)

AUTHOR

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VERSION 1.0

SUCCESSOR CBA BARGAINING PROCEDURE

Integrated checklist and conditional navigation guide

Follow the numbered steps, check the required records, and use the decision links to find what comes next. The overview brings the complete procedure and the parallel voting rules together on one page.

Visual overview - all steps and voting decisions

A | Opening + direct bargaining - Steps 01-06

B | Proposal + member decision - Steps 07-09

C | NMB mediation + arbitration - Steps 10-13

D | Release + self-help gates - Steps 14-17

V1 | Strike authorization + final-offer voting

Return to the current dispute stage

Agreement-path closeout checklist

Glossary and quick questions

Domain status and primary authorities

HOW TO USE THE DECISION LINKS

GREEN - progression criteria satisfied.

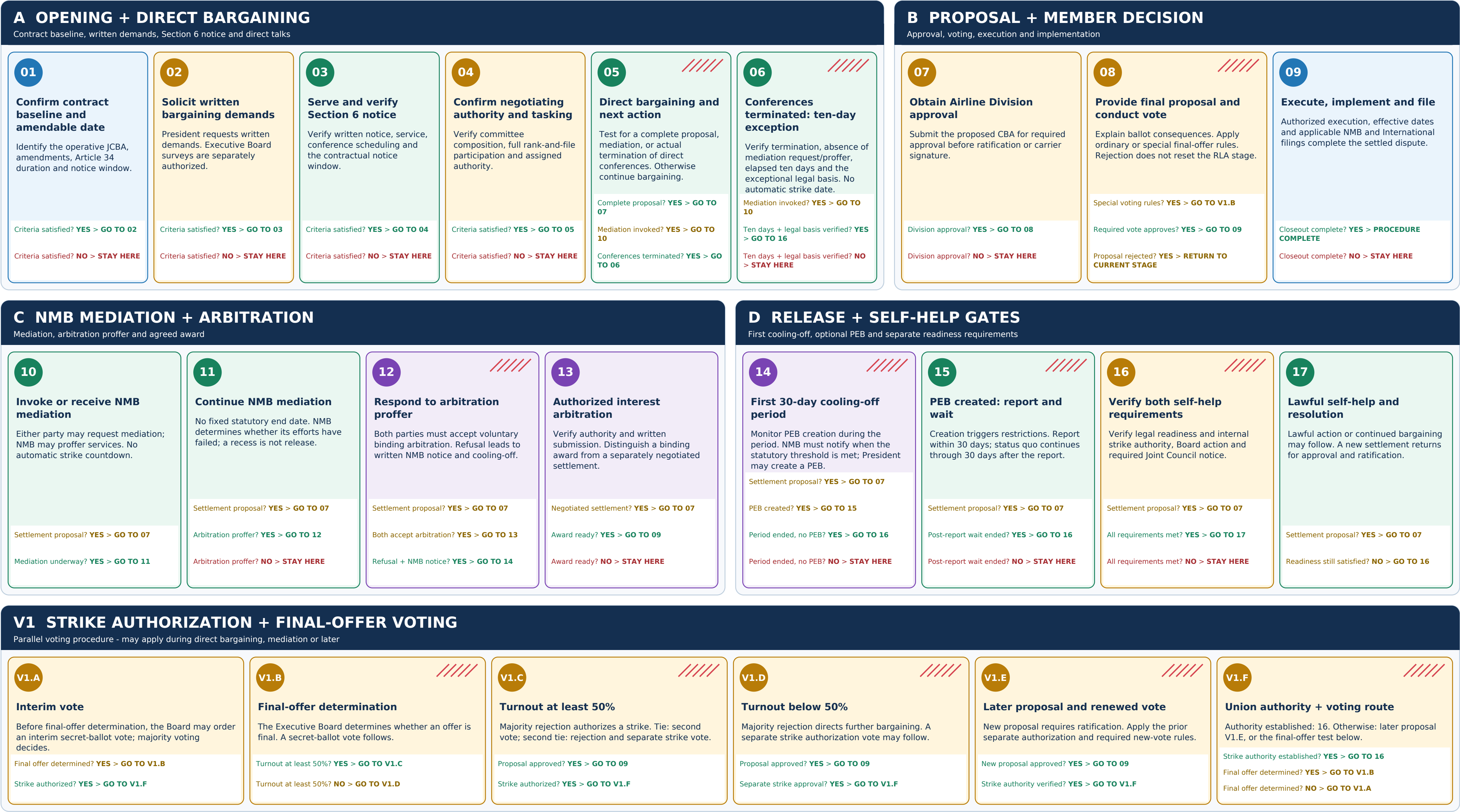
RED - stay at the current step until the criteria are satisfied.

YELLOW - an alternative route applies.

Read conditions from top to bottom. Choose the YES or NO direction; continue downward only when directed. Unknown facts require verification before choosing either column. Red diagonal hatching identifies a KEY DECISION POINT on both the map and its detailed page. Steps 01-04 may overlap in practice; numbering is a checklist sequence, not proof that earlier duties occurred.

SUCCESSOR CBA BARGAINING PROCEDURE

Select a numbered card for the full procedure. Decisions and destinations are linked.



A OPENING + DIRECT BARGAINING

STEP
01

Confirm contract baseline and amendable date

Identify the existing Atlas Air-IBT JCBA and applicable amendments. The 2021 agreement became effective September 10, 2021 and states an amendable date of September 10, 2026. Article 34 governs duration and successor notice. An amendable date does not automatically end the agreement or authorize a strike.

Record to confirm: Current signed JCBA; Article 34 (printed p. 302); amendment history.

CONDITION TO TEST	YES	NO
Contract baseline and amendments verified?	GO TO 02	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
Existing JCBA and its terms govern unless lawfully changed.	Identify authorized Local actors and governing edition.	The amendable date alone does not complete RLA procedures.

Authority: Atlas Air-IBT JCBA (2021), Art. 34; 45 U.S.C. Sections 152 Seventh, 156; NMB Mediation FAQ. [Sources](#)

A OPENING + DIRECT BARGAINING

STEP
02

Solicit written bargaining demands

When a CBA is about to be negotiated, modified or extended at the Local Union's request, the President shall request written bargaining demands from the membership. The Executive Board decides whether to limit the request by craft/class. Bargaining surveys are separately authorized; they are not automatically the same procedure as soliciting written demands.

Record to confirm: President's request, member submissions, demand compilation, survey instruments and results.

CONDITION TO TEST	YES	NO
Required written-demand solicitation documented?	GO TO 03	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
The JCBA remains operative.	Demand solicitation is assigned by Bylaws Section 27(A); survey authority by Section 14(A)(21).	Notice and preparation may proceed in parallel where permitted.

Authority: Local 2750 Bylaws Sections 27(A), 14(A)(21). [Sources](#)

A OPENING + DIRECT BARGAINING

STEP
03

Serve and verify Section 6 notice

A party proposing changes serves at least 30 days' written notice. Within 10 days after receipt, parties agree on conference time/place; the conference begins within the notice period. Verify the JCBA Article 34 contractual notice window (no more than 270 days before the applicable time), actual service date and proposed changes.

Record to confirm: Actual Section 6 notice, date/service proof, carrier response, scheduled conference.

CONDITION TO TEST	YES	NO
Notice, service and conference requirements verified?	GO TO 04	STAY HERE

CBA STATUS

Article 34 governs the contractual notice window.

UNION STATUS

Document who authorized and transmitted the Local's notice.

RLA STATUS

Section 6 notice and conference scheduling control.

Authority: 45 U.S.C. Section 156; Atlas Air-IBT JCBA Art. 34. [Sources](#)

A OPENING + DIRECT BARGAINING

STEP
04

Confirm negotiating authority and tasking

Confirm the negotiating committee's composition, tasking and decision rules. Under the Constitution, every established and tasked Local negotiating committee must include affected rank-and-file members who fully participate. Officers have a duty to seek settlement; the Executive Board and membership retain separately assigned powers.

Record to confirm: Committee appointment/tasking, Board actions and minutes, objectives and proposals.

CONDITION TO TEST	YES	NO
Committee authority and required participation verified?	GO TO 05	STAY HERE

CBA STATUS

Existing rates, rules and conditions continue.

UNION STATUS

Separate the Local, officers, Executive Board, negotiating committee and membership functions.

RLA STATUS

Direct Section 6 conferences are available or underway.

Authority: IBT Constitution Art. XII Section 1(a)-(b); Local Bylaws Sections 7, 14 and 27. [Sources](#)

A OPENING + DIRECT BARGAINING

STEP
05

Conduct direct bargaining and determine the next action

KEY DECISION POINT

Representatives confer and seek a voluntary agreement within their authority. Applicable status quo restrictions continue. Member education and lawful internal voting may proceed during negotiations.

An article-level tentative agreement records progress on a subject. A complete proposed successor package enters the approval and ratification route. If no complete proposal exists, determine whether mediation has been invoked or direct conferences have actually terminated. A recess or a gap between sessions is not necessarily termination.

Record to confirm: Bargaining sessions and proposals; article TAs and any complete package; mediation request/proffer; communications about continuation, recess or termination of conferences.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
NMB mediation requested or proffered?	GO TO 10	Continue to next test
Direct conferences actually terminated?	GO TO 06	STAY HERE

PARALLEL OPTION DURING NEGOTIATIONS

CONDITION TO TEST	YES	NO
Interim vote being considered?	GO TO V1.A	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
Existing terms generally remain operative during the protected process.	Officers bargain; committee members fully participate; vote provisions remain available.	Parties confer directly; mediation is not automatic.

Authority: 45 U.S.C. Sections 152 First, 156; IBT Constitution Art. XII Section 1(a)-(b). [Sources](#)

A OPENING + DIRECT BARGAINING

STEP
06

Conferences terminated: assess the Section 6 ten-day exception

KEY DECISION POINT

Section 6 ordinarily restricts carrier changes while notice, conferences or NMB procedures are pending. It contains an exception when ten days have elapsed after conferences terminate without a request for or proffer of NMB services.

Confirm actual termination rather than a recess. Verify the termination date, elapsed period and mediation record. The ten days alone do not establish a lawful strike date. Before relying on this exceptional route, establish its application to this dispute and the other legal and internal requirements checked at Step 16.

Record to confirm: Conference-termination communications and date; date calculation; mediation request/proffer record; documented legal basis for any reliance on the exception.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
NMB mediation requested or proffered?	GO TO 10	Continue to next test
Actual conference termination established?	Continue to next test	GO TO 05
Ten days elapsed after termination without request or proffer?	Continue to next test	STAY HERE
Exceptional legal route verified for this dispute?	GO TO 16	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
Existing agreement does not automatically expire.	Internal strike authority and required notices remain separate.	The ten-day clause is an exception to the Section 6 restriction, not NMB release.

Authority: 45 U.S.C. 156; 45 U.S.C. 155 First; IBT Constitution Article XII; Local Bylaws 27. [Sources](#)

B PROPOSAL + MEMBER DECISION

STEP

07

Obtain Airline Division approval of proposal

Single approval / ratification route usable from direct talks or mediation. Before member ratification or submission to the carrier for signature, the Local Secretary-Treasurer must submit two copies of all proposed collective bargaining agreements to the Airline Division Director for approval. The sequencing is required by the Local Bylaws; verify its application to a particular proposed LOA, amendment or final offer.

For this successor guide, the usual trigger is a complete proposed agreement. A separate LOA or amendment may itself require approval and a vote; assess that instrument on its own terms. Do not treat an article-level TA as the completed successor.

Record to confirm: Submission, complete proposed text, Division response and any revised language.

CONDITION TO TEST	YES	NO
Required Division approval obtained for this proposal?	GO TO 08	STAY HERE

CBA STATUS

No successor contract takes effect merely from a tentative deal.

UNION STATUS

Airline Division proposal approval precedes ratification/signature.

RLA STATUS

Settlement path; statutory dispute process need not progress if dispute resolves.

Authority: Local 2750 Bylaws Section 27(B). [Sources](#)

B PROPOSAL + MEMBER DECISION

STEP
08

KEY DECISION POINT

Make final proposal available and conduct vote

Submit the proposal under Board-adopted ratification procedures. Where a final contract proposal has been reduced to writing at the time of submission for vote, copies must be available to affected members. A majority of voting affected members ordinarily approves an agreement; the Bylaws also preserve specified voting rights for members on layoff. A formal employer final-offer determination invokes special Constitution Article XII rules; see V1.

Ballot materials must explain the consequences of the vote. Article XII Preamble (d) bars union officials from imposing a rejected agreement without the required majority approval. Rejection does not restart or erase the existing RLA stage; use X2 to resume it.

Record to confirm: Board referendum procedures, final written package, notice, ballot, tally and report.

CONDITION TO TEST	YES	NO
Later proposal governed by Article XII 1(b)(3)?	GO TO V1.E	Continue to next test
Board has determined an employer final offer?	GO TO V1.B	Continue to next test
Ordinary ratification vote completed?	Continue to next test	STAY HERE
Proposal approved by the required majority?	GO TO 09	RETURN TO CURRENT STAGE

CBA STATUS	UNION STATUS	RLA STATUS
Existing terms remain until lawful implementation of a successor.	Affected membership votes; final-offer rules require special handling.	Bargaining may continue or resume after rejection.

Authority: IBT Constitution Art. XII Preamble and Section 1(b); Local Bylaws Section 27(C). [Sources](#)

B PROPOSAL + MEMBER DECISION

STEP

09

Execute, implement and file the agreement or award

Complete execution by authorized signatories, effective-date provisions and implementation. The carrier must file with the NMB the new contract or change within 30 days after execution or effectiveness as the statute provides. The Secretary-Treasurer must also submit true copies to the International's Economic and Contracts Departments within 60 days after execution, as prescribed. For a binding arbitration award, follow the award and arbitration-agreement requirements rather than assuming an ordinary ratification path.

Local reporting also includes the prescribed employer names and locations and number of covered employees. The Secretary-Treasurer submits the annual list of agreements in effect as of January 1 under Bylaws 27(C).

When the execution, implementation and applicable filing requirements are complete, this procedure is complete for the settled dispute.

Record to confirm: Executed text, ratification/approval proof, implementation notice, NMB filing receipt.

CONDITION TO TEST	YES	NO
Execution, implementation and applicable filings complete?	PROCEDURE COMPLETE Return to Overview	STAY HERE

CBA STATUS

New terms become operative on their prescribed effective dates.

UNION STATUS

Confirm proper signatures, report filing and member communication.

RLA STATUS

Carrier NMB filing requirement is triggered; RLA dispute resolved to the extent settled.

Authority: 45 U.S.C. Section 155 Third(e); Local Bylaws Sections 25 and 27(C); 45 U.S.C. Sections 158-159 for arbitration.
[Sources](#)

C NMB MEDIATION + ARBITRATION

STEP
10

Invoke or receive NMB mediation

Mediation has no fixed completion date. Either party may request National Mediation Board services for an unresolved Section 6 dispute; the NMB can also proffer services. Submission to mediation does not begin a strike countdown and does not guarantee immediate NMB release. Record the application, case number and mediator communications.

Record to confirm: Mediation application/proffer, NMB docket, assigned mediator, current status.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
NMB mediation underway?	GO TO 11	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
Applicable status quo continues.	Negotiating representatives and member-organizing activities remain active.	NMB jurisdiction and mediation procedures govern; no fixed waiting or end date.

Authority: 45 U.S.C. Section 155 First; NMB Mediation Overview and FAQ. [Sources](#)

C NMB MEDIATION + ARBITRATION

STEP
11

Continue NMB mediation; test for settlement

The NMB uses its best efforts to achieve agreement and controls whether mediation remains productive. There is no fixed statutory deadline for ending mediation. Recesses and further sessions do not themselves constitute release. A settlement can occur at any time and then enters the union approval/ratification process.

Record to confirm: Written NMB communications, active/recessed status, signed tentative texts.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
NMB has made its arbitration proffer?	GO TO 12	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
Existing terms and required status quo continue.	Membership education, organization and internal votes can continue.	Only the NMB moves from exhausted mediation to the arbitration-proffer route.

Authority: 45 U.S.C. Sections 155 First, 156; NMB Mediation Overview and FAQ. [Sources](#)

C NMB MEDIATION + ARBITRATION

STEP
12

KEY DECISION POINT

Respond to NMB proffer of voluntary arbitration

If further mediation fails, the NMB endeavors to induce submission of the controversy to voluntary binding arbitration. Acceptance by both sides leads to an agreed arbitration procedure; refusal by either side leads to a written NMB notice of failed mediation and a 30-day cooling-off period.

Record to confirm: NMB proffer, parties' responses, any signed arbitration agreement.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
Both parties accept authorized binding arbitration?	GO TO 13	Continue to next test
Refusal and written NMB failure notice confirmed?	GO TO 14	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
Existing terms remain during unresolved statutory proceedings.	Any arbitration agreement must be reviewed for internal authorization.	NMB proffer and either acceptance or refusal controls the fork.

Authority: 45 U.S.C. Sections 155 First, 157-158. [Sources](#)

C NMB MEDIATION + ARBITRATION

STEP
13

Resolve through authorized binding interest arbitration

Interest arbitration determines new contract terms for the issues the parties submit. It differs from grievance arbitration, which interprets or applies existing terms.

Before committing to binding arbitration, verify the representatives' authority and any required internal approvals. The written submission controls the questions and scope. Authority to submit the dispute is a separate issue from whether a later award is subject to ratification. The award is not automatically an ordinary TA, and this route is not blanket permission to bypass member voting rights.

Follow the signed submission, the award, and applicable statutory filing and review provisions. A separately negotiated settlement returns through Steps 07-08.

Record to confirm: Signed arbitration agreement, stipulated questions, award, filing and implementation.

CONDITION TO TEST	YES	NO
Separate negotiated settlement reached?	GO TO 07	Continue to next test
Award ready for implementation under governing rules?	GO TO 09	STAY HERE

CBA STATUS Award or agreement determines changes on specified terms.	UNION STATUS Consult the arbitration agreement, authorized signatories and applicable internal rules.	RLA STATUS RLA arbitration procedures replace the ordinary release/self-help route for submitted issues.
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Authority: 45 U.S.C. Sections 157-159; Local Bylaws Section 27 (as applicable). [Sources](#)

D RELEASE + SELF-HELP GATES

STEP

14

NMB release and first 30-day cooling-off period



After unsuccessful mediation and refusal of the NMB's arbitration proffer, the NMB gives written notice that mediation failed. The first 30-day cooling-off period runs from that notice. Confirm the controlling dates; a mediation application or party declaration of impasse does not start this clock.

Monitor the PEB question during this period. If the NMB judges that the unresolved dispute threatens a substantial interruption of interstate commerce depriving a section of the country of essential transportation service, it must notify the President. The President may create a PEB. Notification alone does not create a PEB or trigger its additional restrictions.

The decision test is whether a PEB has actually been created. A later agreement to arbitrate also changes the route. Otherwise maintain the applicable status quo until the first period ends, then verify Step 16.

Record to confirm: NMB failure notice and dates; any NMB presidential notification; executive order creating a PEB; arbitration agreement; settlement record.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
PEB created?	GO TO 15	Continue to next test
Parties have agreed to authorized arbitration?	GO TO 13	Continue to next test
First 30-day period ended with no PEB created?	GO TO 16	STAY HERE

CBA STATUS

Status quo restrictions apply during the cooling-off period.

UNION STATUS

Internal authorization does not itself permit an immediate strike.

RLA STATUS

NMB written notice and statutory 30 days control.

Authority: 45 U.S.C. 155 First and 160; NMB Mediation Overview and FAQ. [Sources](#)

D RELEASE + SELF-HELP GATES

STEP
15

PEB created: investigation, report, and additional waiting period

KEY DECISION POINT

Enter this step when the President creates a Presidential Emergency Board. Under 45 U.S.C. 160, the board investigates and reports within 30 days of creation. The parties may not change the conditions in dispute, except by agreement, from creation through 30 days after the report.

Record the actual creation and report dates and any applicable action affecting the deadlines. The PEB's recommendations do not themselves create a binding successor CBA. A negotiated settlement still follows Steps 07-08.

Record to confirm: NMB notification, executive order (if any), PEB report and all deadline dates.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
Report issued and required post-report period ended?	GO TO 16	STAY HERE

CBA STATUS	UNION STATUS	RLA STATUS
Applicable status quo continues through the PEB restriction.	Negotiation, preparation and internal votes do not override statutory restrictions.	Creation triggers this branch; the report anchors the additional 30 days.

Authority: 45 U.S.C. Section 160; NMB PEB Overview. [Sources](#)

D RELEASE + SELF-HELP GATES

STEP

16

KEY DECISION POINT

Verify lawful self-help and internal strike authorization

Before calling a strike, verify both that the RLA process permits lawful self-help and that the union has constitutional strike authority. Article XII permits interim strike votes and addresses final-offer rejection; see V1. Officers must use reasonable means to achieve settlement under Bylaws Section 27(D); the Executive Board has discretion over a properly authorized strike. The Local Secretary-Treasurer must notify the Joint Council at least 48 hours before a strike; Section 27(F) also requires immediate notification for contemplated picketing, lawsuits or serious difficulty.

Use this as a readiness check, not an instruction to strike. Any asserted Section 6 exception needs its own documented legal basis. Outstanding legal conditions or internal authorization requirements mean hold and resolve them.

Record to confirm: Strike vote tally and category, LUEB decision, RLA dates, Joint Council notice receipt.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
PEB restriction remains in effect?	GO TO 15	Continue to next test
First cooling-off period remains in effect?	GO TO 14	Continue to next test
Internal strike authority established?	Continue to next test	GO TO V1.F
All legal and internal requirements verified?	GO TO 17	STAY HERE

CBA STATUS

Post-exhaustion lawful changes may become available; no automatic lapse on amendable date.

UNION STATUS

Board authority, member authorization and Joint Council notice must be verified.

RLA STATUS

All release/cooling-off and PEB restrictions must have elapsed.

Authority: IBT Constitution Art. XII Section 1(b)-(c); Local Bylaws Sections 27(D), 27(F); 45 U.S.C. Sections 155, 160.
Sources

D RELEASE + SELF-HELP GATES

STEP

17

Lawful self-help, bargaining and ultimate resolution

If statutory and union preconditions are satisfied, the dispute may involve a lawful strike, carrier lockout, other lawful self-help or continued negotiations. A strike does not itself create a successor CBA. Bargaining can continue and the parties may reach a negotiated settlement at any point. Exceptional governmental or judicial action can affect the route and should be assessed separately.

Record to confirm: Action notices, updated offers, settlement language, agreed return-to-work terms.

CONDITION TO TEST	YES	NO
Complete proposed settlement reached?	GO TO 07	Continue to next test
Conditions for contemplated action remain satisfied?	Continue lawful action / bargaining here	GO TO 16

CBA STATUS	UNION STATUS	RLA STATUS
Terms may change lawfully after exhaustion, depending on action and law.	Union governance and settlement approvals still apply to a later agreement.	Statutory path exhausted only if every applicable condition was met.

Authority: 45 U.S.C. Sections 155-160; IBT Constitution Art. XII; Local Bylaws Section 27. [Sources](#)

V1 STRIKE AUTHORIZATION + FINAL-OFFER VOTING

STEP
V1.A

Interim vote

Before a Board final-offer determination, the Board may order a secret-ballot vote on strike authorization or an employer proposal; a majority of voters decides. Record exactly what was authorized. Internal voting does not start an RLA countdown.

Record to confirm: Board determination and procedures; ballot and explanatory materials; eligible voter count; valid ballots; tally; any prior authorization and required notices.

CONDITION TO TEST	YES	NO
Board has determined an employer final offer?	GO TO V1.B	Continue to next test
Interim vote authorized a strike?	GO TO V1.F	RETURN TO CURRENT STAGE

Authority: IBT Constitution (2021), Article XII Preamble and 1(b)-(c); Local 2750 Bylaws 27(C), (F). [Sources](#)

V1 STRIKE AUTHORIZATION + FINAL-OFFER VOTING

STEP
V1.B

Final-offer determination


KEY DECISION POINT

The Local Executive Board determines whether an employer offer is final, regardless of its label. Once determined final, it must go to a secret-ballot vote. Complete Step 07 approval and Step 08 materials first; record eligibility, turnout and valid ballots.

Record to confirm: Board determination and procedures; ballot and explanatory materials; eligible voter count; valid ballots; tally; any prior authorization and required notices.

CONDITION TO TEST	YES	NO
Required proposal approval and voting materials complete?	Continue to next test	GO TO 07
Final-offer vote completed?	Continue to next test	STAY HERE
At least half of eligible members cast valid ballots?	GO TO V1.C	GO TO V1.D

Authority: IBT Constitution (2021), Article XII Preamble and 1(b)-(c); Local 2750 Bylaws 27(C), (F). [Sources](#)

V1 STRIKE AUTHORIZATION + FINAL-OFFER VOTING

STEP
V1.C

Turnout at least 50%


KEY DECISION POINT

A cumulative majority accepting the final offer approves it. A cumulative majority rejecting it authorizes a strike without another authorization vote. A tie requires a second vote; a second tie rejects the proposal and requires a separate strike vote. Record which vote produced the result.

Record to confirm: Board determination and procedures; ballot and explanatory materials; eligible voter count; valid ballots; tally; any prior authorization and required notices.

CONDITION TO TEST	YES	NO
Proposal accepted by required majority?	GO TO 09	Continue to next test
Majority rejection or separate strike vote established strike authority?	GO TO V1.F	Continue to next test
Required tie-resolution voting completed?	RETURN TO CURRENT STAGE	STAY HERE

Authority: IBT Constitution (2021), Article XII Preamble and 1(b)-(c); Local 2750 Bylaws 27(C), (F). [Sources](#)

V1 STRIKE AUTHORIZATION + FINAL-OFFER VOTING

STEP
V1.D

Turnout below 50%


KEY DECISION POINT

Majority acceptance approves the final offer. Majority rejection directs further negotiations and does not automatically authorize a strike. The Board may conduct a separate strike vote; majority approval gives it discretion subject to applicable law. A vote that does not produce a stated outcome must be resolved under the governing rules.

Record to confirm: Board determination and procedures; ballot and explanatory materials; eligible voter count; valid ballots; tally; any prior authorization and required notices.

CONDITION TO TEST	YES	NO
Proposal accepted by required majority?	GO TO 09	Continue to next test
Separate strike vote authorized a strike?	GO TO V1.F	Continue to next test
Outcome determined without strike authorization?	RETURN TO CURRENT STAGE	STAY HERE

Authority: IBT Constitution (2021), Article XII Preamble and 1(b)-(c); Local 2750 Bylaws 27(C), (F). [Sources](#)

V1 STRIKE AUTHORIZATION + FINAL-OFFER VOTING

STEP
V1.E

Later proposal and renewed vote

KEY DECISION POINT

Under Article XII 1(b)(3), a new proposal from further negotiations must be submitted for ratification. Majority approval accepts it. If rejected again, prior separate strike authorization under (2) permits Board discretion; if no strike vote was conducted, a separate vote is required. A prior vote that denied authorization does not authorize a strike.

Record to confirm: Board determination and procedures; ballot and explanatory materials; eligible voter count; valid ballots; tally; any prior authorization and required notices.

CONDITION TO TEST	YES	NO
Required Division approval obtained?	Continue to next test	GO TO 07
Renewed ratification vote completed?	Continue to next test	STAY HERE
New proposal approved by required majority?	GO TO 09	Continue to next test
Applicable separate strike authorization established?	GO TO V1.F	Continue to next test
Required separate vote and applicable rules resolved?	RETURN TO CURRENT STAGE	STAY HERE

Authority: IBT Constitution (2021), Article XII Preamble and 1(b)-(c); Local 2750 Bylaws 27(C), (F). [Sources](#)

V1 STRIKE AUTHORIZATION + FINAL-OFFER VOTING

STEP
V1.F

Union authority and RLA requirements

KEY DECISION POINT

Identify the source and result of any applicable strike authorization. If established, verify the remaining legal requirements, Board action and notices at Step 16. If authorization is missing, determine the applicable voting route below.

A later proposal governed by Article XII 1(b)(3) uses V1.E. Otherwise, a Board final-offer determination points to V1.B; before that determination, V1.A explains the available interim-vote procedure. Referral to V1.A does not itself order or authorize a vote. An internal vote never establishes a lawful strike date.

Record to confirm: Board determination and procedures; ballot and explanatory materials; eligible voter count; valid ballots; tally; any prior authorization and required notices.

CONDITION TO TEST	YES	NO
Applicable strike authorization already established?	GO TO 16	Continue to next test
Later proposal governed by Article XII 1(b)(3)?	GO TO V1.E	Continue to next test
Board has determined an employer final offer?	GO TO V1.B	GO TO V1.A

Authority: IBT Constitution (2021), Article XII Preamble and 1(b)-(c); Local 2750 Bylaws 27(C), (F). [Sources](#)

PROCEDURAL REFERENCE

Return to the current dispute stage

Rejection of a proposal or an internal vote does not restart the RLA process. Use the recorded facts to return to the applicable step. If a deadline or legal status is uncertain, verify it before proceeding.

CONDITION TO TEST	YES	NO
Complete new proposed settlement reached?	GO TO 07	Continue to next test
Binding arbitration governs unresolved issues?	GO TO 13	Continue to next test
PEB restrictions remain in effect?	GO TO 15	Continue to next test
NMB release issued and first cooling-off period remains?	GO TO 14	Continue to next test
Applicable waiting periods ended or other lawful route verified?	GO TO 16	Continue to next test
NMB arbitration proffer awaits response or failure notice?	GO TO 12	Continue to next test
NMB mediation remains active or recessed?	GO TO 11	Continue to next test
Dispute remains in direct bargaining?	GO TO 05	STAY HERE

B PROPOSAL + MEMBER DECISION

Agreement-path closeout check

Use this checklist for a negotiated settlement reached during direct bargaining, mediation or later. For an arbitration award, follow the award-specific rules.

- Record to confirm:** Airline Division approval of the proposed collective bargaining agreement documented.
- Record to confirm:** Written final proposal made available to affected members when required.
- Record to confirm:** Membership vote and result documented under the applicable Article XII and Local procedures.
- Record to confirm:** Authorized execution, effective dates, implementation and member notice confirmed.
- Record to confirm:** Carrier NMB filing deadline tracked under 45 U.S.C. 155 Third(e).
- Record to confirm:** Local International filing within 60 days after execution tracked, including required employer and employee information. Annual January 1 reporting recorded.

CONDITION TO TEST	YES	NO
Applicable closeout requirements completed?	GO TO 09	STAY HERE - complete checklist

REFERENCE SHEET

Terms and quick questions

CBA / JCBA: Collective bargaining agreement / joint collective bargaining agreement.

Amendable date: Date tied to renegotiation; it does not automatically terminate the agreement or authorize a strike.

TA: Tentative agreement. Identify whether it covers an article or a complete proposed successor.

NMB / PEB: National Mediation Board / Presidential Emergency Board.

LUEB: Local Union Executive Board.

Proffer: An NMB offer of services or arbitration; identify which is meant.

Status quo: Applicable restrictions on changes to pay, rules, working conditions and established practices during the dispute process.

Self-help: Lawful economic action after applicable legal conditions are met. Union strike authority must also be established.

Interest arbitration: Agreed adjudication of new terms, distinct from arbitration of an existing-contract grievance.

Ratification: Affected members vote to approve or reject a proposed agreement under the governing rules.

[Does an article TA mean we have a successor? See 05](#)

[What does a rejection vote do? See V1.B](#)

[Has the first cooling-off period started? See 14](#)

[Does notifying the President create a PEB? See 14](#)

[Can a strike begin now? See 16](#)

REFERENCE SHEET

Domain status by procedural stage

Contract obligations, union governance and the RLA operate together. This reference summarizes their relationship; the full steps and applicable exceptions control.

MILESTONE	CBA / CONTRACT	IBT / LOCAL	RLA / NMB
Preparation	Operative JCBA; Article 34 window.	Written demands; committee tasking.	Notice and conference preparation.
Direct bargaining	Existing terms generally maintained.	Negotiate; educate; interim votes.	Conferences and applicable status quo.
Complete proposal	No successor solely from a TA.	Division approval; member vote.	Settlement can occur at any stage.
Mediation	Applicable status quo continues.	Bargaining and preparation continue.	NMB directs process; no fixed end date.
Release / PEB	Status quo during required waiting periods.	A vote alone does not establish a lawful date.	NMB notice; optional PEB creation and report.
Self-help / resolution	Lawful changes may become possible.	Strike authority, Board action and notices.	Applicable legal conditions must be met.
Executed successor	New terms on prescribed effective dates.	Execution, reporting and member communication.	Carrier filing within applicable 30 days.

REFERENCE SHEET

Primary authority references

Specific authorities accompany each step. Select a linked reference to read the source provision. The guide addresses successor bargaining and the airline PEB route under Section 160.

45 U.S.C. 152 - Duties and status quo

45 U.S.C. 155 - Mediation; First cooling-off; Third(e) carrier filing

45 U.S.C. 156 - Section 6 notice, conferences and ten-day exception

45 U.S.C. 157 - Voluntary arbitration

45 U.S.C. 158 - Written arbitration agreement

45 U.S.C. 159 - Award and judicial review

45 U.S.C. 160 - Presidential Emergency Board

IBT Constitution (2021) - Article XII Preamble and Section 1; printed pp. 85-89.

Local 2750 Bylaws (2020) - Sections 14(A)(21), 25 and 27(A)-(F). Section 27 appears at printed pp. 59-61.

Atlas Air-IBT JCBA (2021) - Article 34, printed p. 302; operative amendments also apply.

NMB Mediation Overview and FAQ