



June 11, 2025

Fellow Pilots,

Last night's trustee webinar didn't provide answers. It delivered admissions—some accidental, some stunning, and all of them revealing.

Let's start with the negotiations stalemate. Nearly two months after filing a proffer with the National Mediation Board, there is still no progress. As the unelected trustee himself admitted:

"We are still awaiting word from the National Mediation Board on a status meeting... we have not heard anything. We don't believe the company has heard anything. We're hopeful that we'll get an opportunity to present our case."

That's the update: no action, no direction, no timeline. Just more waiting—dressed up as "hope." To be clear, there is no guarantee the NMB will even grant a status meeting. Even if it is granted, it's only the beginning of another process with no certainty about what happens next.

Then came the GOM Revision 66 dispute. The unelected trustee claimed, *"We took the company to task on that issue,"* but the result was an injunction against the union. The case is now headed to arbitration. IBT Counsel confirmed: *"The judge... did issue an injunction saying that it was a minor dispute... [and] it had to be arbitrated."* Rather than take responsibility for the failed legal strategy, he shifted blame: *"Judges... think that their purpose is to prevent all strikes. That's not what the statute [RLA] says, but that's what we deal with."* He added: *"Sometimes they—judges and the NMB—think that the Railway Labor Act is just to prevent all strikes. That's not its purpose."*

But that's false. The Railway Labor Act explicitly defines its purpose as: *"to avoid any interruption to commerce or to the operation of any carrier engaged therein... and to provide for the prompt and orderly settlement of all disputes concerning rates of pay, rules, or working conditions."*¹ In plain terms, the law is designed to keep the transportation system running by preventing strikes and disruptions through mediation, arbitration, and cooling-off periods. That is not a misinterpretation—it's the foundation of the RLA.

This misunderstanding is more than just a legal misstep—it's a reflection of why the IBT is fundamentally misaligned with the needs of airline pilots. They operate from a playbook built for industries where strikes are a tool of first resort—where workers can walk off the job over a contract dispute, a scheduling issue, or even a safety concern. But under the RLA, airline pilots can't do that. We operate in a tightly regulated system that requires legal precision, strategic discipline, and deep familiarity with the law.

When IBT Counsel attacks the NMB and the courts for enforcing the RLA, he isn't revealing injustice—he's exposing how ill-suited his organization is for representing a profession bound by federal labor law. Pilots need advocacy that understands the landscape we actually work in—not one that's constantly shocked when the rules apply.

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When the facts didn't help, they turned to vitriol. IBT Counsel declared: *"Everything that the company has said... is nothing but, in sharp legal terms, bullshit."* That's not a legal position—it's a meltdown.

Nothing, however, was more revealing than what was said about our own local. IBT Counsel bluntly stated: *"2118 was chartered by the last administration... [and] should never have been released from trusteeship in the first place."* He went further: *"It created not just bad habits, but almost... [the local] should never have been chartered in the first place."*

Despite that, in the same breath, they asked pilots for trust, unity, and patience. How do you unify a pilot group after declaring its autonomy should never have existed?

The contradictions didn't stop there. When asked about the bylaws, the unelected trustee admitted no pilot input was used in their creation: *"It would be an interactive endeavor to have multiple people participate and give ideas... [but] that is not generally how these pieces get put together successfully."*

Then came the real request: *"Hopefully the pieces that are offensive... will be bypassed, overlooked... in order to get these through."* In other words, overlook what's wrong—and vote yes anyway.

The tone of the entire session was captured when IBT Counsel summarized their approach: *"The only way to make this company do anything... is to put our foot on their throat."* That's not a plan. That's a soundbite—and a desperate one at that.

Last night's webinar confirmed what many of us already know: this isn't a union delivering progress. It's a group clinging to control. A federal injunction was dismissed because they didn't like the outcome. A local was declared illegitimate—yet still asked for unwavering loyalty. Bylaws were written without input and are now being pushed with pressure. And negotiations remain stalled, with no timeline, no plan, and no progress.

IBT Counsel said, *"Don't be spectators, be participants."* He's right. And that's exactly what we're doing—engaging, organizing, and building the kind of representation this pilot group has always deserved.

If you're tired of the dysfunction, step forward. Talk to your peers, ask questions, share the facts, sign a card, and help create a union that reflects your voice and defends your future. Not one imposed on you—but one built by you.

Real representation doesn't come from unelected trusteeship. It comes from pilots who decide enough is enough.

We're not waiting. We're taking the lead and we're just getting started.

In Unity,
G4P4A Organizing Committee