

[2118 Officer “X” Charges - Part III - Charges 2.1 - 2.3]

Charge 2.1 - Violation of oath of office - Undermining Democratic Principles (ART XIX Sec. 7(b)(2))

Charge 2.2 - Violation of oath of office - Degrading the dignity of our union (ART XIX Sec. 7(b)(2))

Charge 2.3 - Violation of oath of office - Failure to maintain a union free of corruption (ART XIX Sec. 7(b)(2))

WHEREAS the local Oath of Office as contained in the Bylaws require each elected officer to preserve and strengthen democratic principles within the union,

WHEREAS Captain [ACCOMPLICE - REDACTED] has no official union capacity and is a known political associate of Captain [ACCUSED - REDACTED]

Captain [ACCUSED - REDACTED]’s is accused of the following:

- a. undermining democratic principles through the use of union property and private communications (email servers) for personal and/or political purposes**
- b. undermining democratic principles through the distribution of and/or ordering the distribution of private communications between and for political gain**

**c. degrading the dignity of our union through orchestrating the public sharing
of private communications without prior consent**

Background: Captain James “Jim” Cole, a Trustee candidate for the Transparency 2024 slate, had an email discussion with Captain [REDACTED], [POSITION - REDACTED], regarding questions and potential concerns about the ongoing collective bargaining negotiating strategy. This conversation occurred on or about January 4th, 2023, before it was known that there would be an election for local 2118. The conversation was between Captain Cole and Captain [REDACTED], and was sent to Captain [REDACTED]’ personal APA 2118 email account as well as the Executive Board email account. Captain Cole would later run as a Trustee candidate on the Transparency 2024 slate during the 2023 election. During the election nomination meeting on November 18th, 2023, it was established by Global Election Services (GES), and codified in the election rules distributed to each candidate, that no union property, including email servers or telephones, were allowed to be accessed or used for election purposes. Further, in a telephone conversation on January 4th, 2024 between Captain Alwyn Lynch Jr. (“J.R.”), the Transparency 2024 slate presidential candidate, and Mr. Joe Ferreira, Director, IBT Airline Division, it was stated by the Director that using or leaking an email for political purposes does not align with the Teamsters Constitution or the values or the IBT.

Incident:

On November 24th, 2023, Captain **[ACCUSED - REDACTED]** confirmed in text message on a group chat to the Stewards and Executive Board that he was using

Captain [ACCOMPLICE - REDACTED] as a political accomplice, specifically to frame his political “attacks” as “questions”. Captain [ACCOMPLICE - REDACTED] is not a part of that group chat and has no official union affiliation or position. He would have no access to nor any reason to access union email servers. On December 4th, 2023, during the election period, Captain [ACCOMPLICE - REDACTED] engaged in potentially defamatory actions on Facebook against members of the Transparency 2024 slate. He initially insinuated, without evidence, that a member was urging the [POSITION - REDACTED], Captain [REDACTED], to compromise on contract negotiations, using the defamatory statements like “begging” and “take the money and run.” This accusation implied a betrayal of members' interests and was framed in an attempt to damage the credibility of certain members of the Transparency 2024 slate. [ACCOMPLICE - REDACTED] further challenged each candidate to deny advocating for subpar contract settlements, a move aimed at undermining their credibility should he be capable of providing any evidence to the contrary at a later date. Despite initially claiming ignorance of the email's content, [ACCOMPLICE - REDACTED] contradicted himself by posting the actual email from Captain James “Jim” Cole, Trustee candidate for the Transparency 2024 slate, on December 5th, 2023. This email, shared on the Transparency 2024 Slate Facebook Page and a public election group chat, discussed negotiation strategies but lacked any proof of [ACCOMPLICE - REDACTED]’s allegations. By distributing this email, [ACCOMPLICE - REDACTED] appeared to use sensitive information for political gain, intending to sow distrust among pilots against Captain Cole and the Transparency 2024 Slate. The act of sharing the email, especially given [ACCOMPLICE - REDACTED]’s earlier claim of hearsay, suggested that he was

provided an email by his Executive Board accomplice ([ACCUSED - REDACTED]) and there was an orchestrated attempt to spread misinformation and damage Captain Cole's credibility through the email release.

Connection and Motive: Text message evidence reveals Captain [ACCUSED - REDACTED] admitting to using Captain [ACCOMPLICE - REDACTED] as an accomplice for political purposes as early as November 24th, 2023, with an expressed intent of making his political "attacks" appear as legitimate "questions" to the pilot group. Captain [ACCOMPLICE - REDACTED] repeatedly denied any connection to or receiving any information from any member of the Executive Board, although the evidence suggests otherwise. Captain [ACCOMPLICE - REDACTED] would have no other method of accessing union email servers other than to be provided a copy of the email. This suggests a planned and coordinated strategy to provide Captain [ACCOMPLICE - REDACTED] with detailed information throughout the campaign, including the email in question, to be used for political gain by Captain [ACCUSED - REDACTED] and the Experience Slate. This indicates a potential motive for using confidential union communication for political advantage, thus violating the principle of acting solely in the members' interests.

Conclusion: This chain of events suggests a deliberate and unethical use of union property and member communications for political gain, contravening union guidelines, materially undermining the integrity of the election process, and degrading the dignity of our union. The involvement of Captain [ACCUSED - REDACTED], as evidenced by the text messages, further establishes a collaborative effort to launch political attacks and

exploit sensitive information with the assistance of outside actors, failing to uphold the duty to act in the best interests of union members. Further, the defamatory statements of Captain [ACCOMPLICE - REDACTED] damaged Captain Cole's credibility and candidacy, and materially impacted the fair democratic process.