

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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July 6, 2018

To: AAC and NAC Pilots

Negotiations for a Joint Collective Bargaining Agreement began in early August 2017. Included in the negotiations were two (2) members of each bargaining unit from Aloha Air Cargo (AAC) and Northern Air Cargo (NAC) and members of the NAC management. An Agreement in Principle (AIP) was achieved on May 3, 2018. Roadshow Meetings were held with the Pilots from both Domiciles over the previous two weeks to explain the terms and details of the Joint Agreement. During these meetings, you had the opportunity to participate in a thorough presentation and group discussions with your negotiators, along with representatives from the International Brotherhood of Teamsters, Locals 959 and 986, and other individuals who played a part in assisting us in achieving the improvements that are found in this TA.

After the ratification of this TA, the AAC and NAC pilots will become one Pilot group under a single Seniority List. Your Joint Negotiating Committee believes that our pilots should be well compensated and enjoy a high standard of living and continued job security. Our commitment to these principles is found in every Section of this new TA.

Enclosed are the full Tentative Agreement, Voting Instructions, and a secret ballot to enable you to vote. The ratification process is being conducted by an outside company selected by the IBT. The ratification voting period will continue until July 24, 2018, at 2:00 P.M. EDT. At the close of the voting period, the ballots will be counted and the results will be announced promptly. Please take the time to review the Joint Tentative Agreement.

Stay Unified and Fly Safe,

Captain Artic Wikle – Chief Steward/NAC Negotiations Chairman  
Captain E. G. Thompson – NAC Negotiations Committee Member  
Captain David Dyas – AAC Executive Committee Chairman/AAC Negotiations Chairman  
Captain Larry Brown – AAC Negotiations Committee Member