

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SEAN M. O'BRIEN

General President

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Capt. Robert W. Travis, President
Independent Pilots Association
3607 Fern Valley Road
Louisville, KY 40219

Dear Bob;

I'm writing this letter following our recent meeting in Washington DC during which the International Brotherhood of Teamsters and the Independent Pilots Association reaffirmed their long-standing relationship.

As we discussed during our meeting, the relationship between the IPA and the IBT extends over decades. During that time, both organizations have supported each other; especially during our respective contract negotiations with UPS. The support of the IPA was especially evident and significant during IBT's work stoppage against UPS in 1997. During the 15-day strike, IPA pilots, in full uniform, marched arm-in-arm with us on our picket lines. Not only did IPA show its support of the IBT strike by picketing with us but, more importantly, IPA pilots refused to "turn a wheel" both domestically and internationally. No doubt, the solidarity shown by IPA and pilots in 1997 proved to be pivotal in IBT's successful negotiations of a ground-breaking collective bargaining agreement.

While it's impossible to predict whether our current negotiations with UPS will end in a work stoppage, it's reassuring to know that the IPA has agreed to recommit its full and unequivocal support to assist the IBT in any way possible including honoring our picket lines and otherwise acting in sympathy with IBT if there is a work stoppage. Rest assured, IBT members will not return to work until all IPA pilots who have struck in sympathy with our members and have honored our picket lines are returned to work by UPS.

In a similar vein, I can commit to you and the IPA that if the IPA's negotiations with UPS in the future needs the support of the IBT we will reciprocate with the full force of the IBT to make certain the IPA's negotiations with UPS conclude as successfully as possible.

In solidarity,

A handwritten signature in black ink, appearing to read "Sean M. O'Brien", written over a horizontal line.

Sean M. O'Brien

General President