

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



KEN HALL
General Secretary-Treasurer

202.624.6800
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October 20, 2015

Captain Bob Travis, President
Independent Pilots Association
3607 Fern Valley Road
Louisville, Kentucky 40219

Dear Bob,

We appreciate you keeping us apprised of your negotiations with United Parcel Service for a new agreement and share your justifiable concern that UPS has continued to stall and drag its feet in completing an agreement with you and your hardworking members. Four years to negotiate a collective bargaining agreement is simply unacceptable.

The Teamsters Union represents 250,000 members at UPS in both ground and air operations and we understand all too well the pressures faced by all of the employees that make UPS the successful company that it is today. It is our members, Teamsters and IPA, who make this company thrive. Without the protections of a collective bargaining agreement, UPS would take full advantage of them in order to cut costs, increase efficiency and move more packages, regardless of the impact on its employees.

No one wants to strike, and we understand that this is not an action that your members would take lightly. But it is important that you know that the Teamsters Union will stand with you in whatever decisions your members make, and if a strike is necessary, we will not cross your lines, but will stand with you on them. The Teamsters have not forgotten the solidarity that your members showed us in 1997, when not one single IPA member crossed our picket lines.

Please do not hesitate to reach out to us if there is anything we can do to assist you in your fight for a fair contract.

In Solidarity,

Handwritten signature of James P. Hoffa in black ink.
James P. Hoffa
General President

Handwritten signature of Ken Hall in black ink.
Ken Hall
General Secretary-Treasurer

JPH/KH

cc: Captain David Bourne, Director, Airline Division