



INDEPENDENT PILOTS ASSOCIATION

July 3, 2023

Mr. Sean M. O'Brien
General President
International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington, DC 20001

Dear Sean:

It was a pleasure meeting with you and your team in Washington, DC, in which our respective unions expressed full solidarity and support for one another. I am also very appreciative of your letter last week which demonstrated publicly the strong commitment between our organizations.

The Independent Pilots Association (IPA) has a long history of supporting the International Brotherhood of Teamsters (IBT) efforts throughout our respective histories in negotiating contracts with UPS. In the 1997 IBT strike, 100% of our pilot group respected your picket lines by not "turning an aircraft wheel" on behalf of the Company. Just as we did in 1997, the IPA is committed to exercising our contractual rights, both domestically and internationally, to honor any potential IBT strike and act in sympathy with our fellow workers at UPS by not working. No one wants a work stoppage, but should a legal IBT strike be initiated, you and the IBT can count on the IPA for support.

In the past, the IBT has wholeheartedly supported the IPA during our contract negotiations with the Company. We are grateful for your reaffirmation of continued support by the 340,000+ UPS employees represented by the IBT when the IPA begins negotiations with the Company in September of 2024. As joint allies in the pursuit of enhanced safety standards, industry leading wages and benefits, and improved quality of life for our members, let's continue to ensure that our organizations communicate, collaborate and support each other as much as possible. Unity generates success.

Please feel free to contact me concerning any issue with UPS. On behalf of all 3400+ IPA members, we wish you every success and are confident you will achieve a solid and well-earned union contract.

In solidarity,

Captain Robert Travis
IPA President