

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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General Secretary-Treasurer

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July 22, 2013

VIA EMAIL

David Neigus
Associate General Counsel
International Association of Machinists
and Aerospace Workers
9000 Machinists Way
Upper Marlboro, MD 20772

Dear Mr. Neigus:

I am writing to you in regard to the attached document that the IAM has apparently created and been circulating.

This document was first circulated to US Airways mechanics by text message from the telephone number 704 [REDACTED], which belongs to IAM AGC Will Cashion. Mr. Cashion told employees receiving this document that it had been created and circulated by the Teamsters at American Airlines. This is entirely untrue, as Cashion should know. The document is not a Teamsters document, and misrepresents the Teamsters' position on seniority integration, which is that seniority integration should be conducted on a date-of-craft basis.

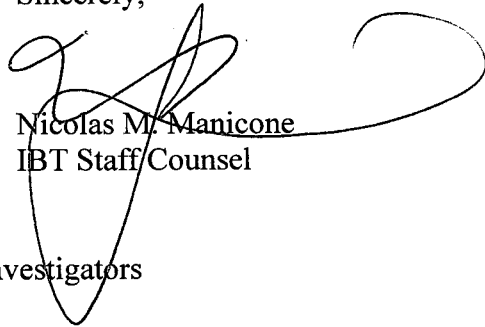
In fact, this document is a complete falsification, and Mr. Cashion admitted as much when confronted by IBT supporter Jim Blanton this morning in Charlotte. In the presence of witnesses, Mr. Cashion acknowledged that the IAM and not the IBT had created the document, and explained that "the gloves are off" and that the IAM would use whatever tactics are needed to win the election. This extends apparently to the falsification of documents like the attached.

Whether or not "the gloves are off," it is unlawful for the IAM to use the IBT's trademark in this manner, just as it is fraudulent and defamatory for the IAM to attribute a document it created to mislead voters and attack the IBT's reputation.

We demand that the IAM retract this false letter immediately. Needless to say, we will take all necessary actions to redress the damages caused by the IAM's creation and circulation of this fictitious document.

Mr. David Neigus
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Sincerely,



Nicolas M. Manicone
IBT Staff/Counsel

cc: Angela Heverling and Eileen Hennessey, Investigators
Paul Jones, US Airways General Counsel

The Teamsters Will Protect Your Contract and Seniority

What Will Happen When We Integrate Seniority?

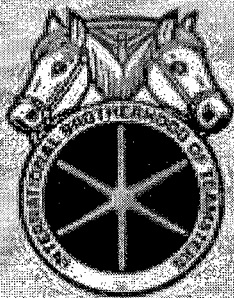
THE AMT'S AT AMERICAN HAVE FOUGHT HARD TO OBTAIN SOLID CONTRACT LANGUAGE PROHIBITING ANY ACQUIRED AIRLINE PERSONNEL FROM ADVERSELY EFFECTING AA MECHANIC AND RELATED EMPLOYEES.

CAPT. DAVID BOURNE HAS NOTIFIED YOUR COMMITTEE, BY MAIL AND IN WRITING, THAT EFFECTIVE WITH OUR SUCCESSFUL CAMPAIGN IN OUSTING THE TWU, THE TEAMSTERS WILL "STRICTLY ENFORCE THE NO ADVERSE IMPACT CLAUSE."

OUR TEAMSTER LEADERSHIP BELIEVES AS WE DO THAT THE MECHANIC AND RELATED EMPLOYEES AT US AIRWAYS SHOULD NOT BE ADVANTAGED BY AN ALLIANCE THAT BRINGS THEM ON-BOARD WITH US.

"REGARDLESS OF THE OUTCOME OF THE REPRESENTATION ELECTION AT US AIRWAYS, THOSE EMPLOYEES WILL BE AFFECTED BY THE CLAUSE."

NOW, MORE THAN EVER, WE NEED THE SUPPORT OF ALL AMT'S AT THE WORLDS LARGEST AIRLINE TO STAND UP AND VOTE FOR THE TEAMSTERS.



AA Mechanics and Related for Teamsters

TEAMSTERS

*For more information, call the campaign hotline at 877-589-4951
or visit www.teamster.org/aamx*