

April 21, 2004

Mr. Gary Yingst
International Vice President
AA System Coordinator
Transport Workers Union of America, AFL-CIO
1791 Hurstview Drive
Hurst, TX 76054

Re: TWU/Local Websites

Dear Gary:

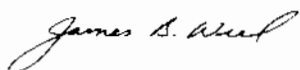
In March 2004, we discussed and then I sent you a letter concerning a TWU campaign video (entitled, "Team TWU") which purportedly was being shown on Company property using Company equipment and supplies. I explained that, consistent with the Company's policy of neutrality as to union rivalries, it is inappropriate for Company equipment or supplies to be used for any campaign purposes.

There now have been claims that the Team TWU video is being viewed by employees on Company computers, via the access to TWU and Local websites (some of which now apparently have a link to the video) that the Company computer system has historically allowed. However, access to those websites (which was unusual, in that only a relative handful of outside websites are accessible to employees over the Company's computer system) always was based on the understanding that the access would be for legitimate purposes related to labor contract administration. It was never my understanding that that access amounted to access to union campaign materials, and I regard this situation as inappropriate. No union is permitted to use Company equipment or supplies for campaign purposes. (The Company does, however, make its general use bulletin boards available to all unions on an equal basis, for the posting of non-offensive campaign literature.)

Accordingly, until you can assure me that the TWU and/or Local websites that have been accessible from Company computers no longer contain any union campaign materials (including the video) and will be dedicated to contract administration-related uses, the Company will disengage the ability to access to those websites from Company computers. (Nor are websites affiliated with the union that is currently challenging the TWU accessible over the Company's computer system.) Obviously, the TWU, like any union, is, from the Company's standpoint, at all times free to have and/or develop campaign web pages (and other campaign media) to which the Company is not a provider of access.

I would reiterate that the Company's policy as to union rivalries is one of neutrality; the Company's website access policy is not intended and should not be viewed as anti-TWU (or as against or in favor of any union) but rather as another effort to ensure the employees' rights to a fair campaign process. Thank you for your understanding in this matter.

Sincerely,

A handwritten signature in cursive script that reads "James B. Weel".

James B. Weel
Director
Employee Relations

cc: J. Brundage
J. Little
D. Malahowski
J. Conley
B. Gless
G. Formella
M. Tinsman
C. Alexander
MAS Managers