

Fellow United Pilots,

By now, many of you have already cast your vote on this TA. *You can change your vote as often as you like until voting ends promptly at 10:00 am EST on Friday, September 29th.* Whether you have voted yet or not, pilots are still evaluating the new TA provisions and determining if they meet your needs and expectations. There are numerous sources of information available to assist you in your decision-making process, including the Pro and Con Statements you received recently. We applaud your efforts to educate yourself on the new TA, and we thank you for taking the time to read our Con Statement and exploring the issues we raised.

While each one of us has an individual decision to make, that decision will have a significant impact on us as individuals, as well as on the United Pilot Group as a whole. We encourage you to review this TA not only from your own individual perspective and with your own goals in mind, but also ask that you remain unified around our collective goals and aspirations as a pilot group. Achieving our individual goals without harming our group goals is indeed a delicate balance. Put simply, we must clearly weigh what is right for the individual with what is necessary for the entire pilot group.

We believe the excessive use of "Add Pay" instead of actual, concrete prohibitions in this TA reinforces individualism and favors competition, or disunity amongst our pilot group. Instead, we must eliminate these items that promote disunity among our pilot group.

This TA marginalizes segments of our pilot group (pilots on LTD, others impacted by Medical Freedoms) and picks winners and losers. This TA moves us away from a culture that values all our union members equally, and instead, drives segments of our pilot group away from our union. We must create a vision, a set of values for our pilot group that reflect our shared goals, that foster a sense of belonging and commitment to each other.

It is in this spirit of Unity, of purpose and collective interests, that we must balance our individual needs and goals with those of our fellow pilots. We must trust each other and must be willing to support one another. This is the strategy that will benefit us in good times as well as in not-so-great times. Any division among our pilot group is a sign of weakness and greatly reduces our effectiveness as a union.

As you consider your choice to support this Agreement or not, we ask that you consider not only your own individual goals, but also the goals of our entire pilot group. We must not sacrifice our collective goals for a few individual gains. We must join forces in defending our shared goals and not succumb to the individualism that permeates amongst some of our pilot group.

Finally, we must ensure our union is steadfast in defending the interests of our pilot group instead of accepting the logic of management. Our individual and collective interests must never become secondary priorities for our union.



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