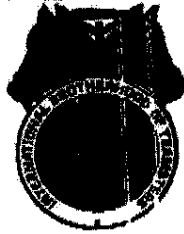


# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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September 10, 2008

**Local Union 705 Executive Board**  
1645 West Jackson Blvd., Suite 700  
Chicago, IL 60612

**Dear Sirs and Brothers:**

This is to advise that I have appointed International Vice President and Assistant National Freight Director Gordon Sweeton as my Personal Representative, responsible for negotiating the collective bargaining agreement with Holland, Yellow and Roadway. I am also appointing International Vice President Pat Flynn as a Personal Representative to assist him.

As you know, the more than 260 Local Unions which comprise the Teamster National Master Freight Negotiating Committee and represent more than 55,000 members employed by Holland, Yellow and Roadway reached an agreement with those companies and virtually the entire unionized freight industry. Over the last several weeks, I have received reports that the negotiations between Local 705 and these companies for your approximately 800 members have bogged down on a number of matters. I am certain you are aware of the fragile financial condition of these companies. I had hoped that you also understood that your bargaining tactics will ultimately have an impact far beyond the members of Local 705. However, the information I have received leads me to the conclusion that the Local 705 bargaining team has not taken these realities into consideration.

Brother Sweeton is authorized to lead the continuing negotiations in the expectation of obtaining a strong contract offer that will be acceptable to the members of Local 705, while not threatening the companies' viability. Any contract negotiated for Local 705 will be subject to review by the National

Contract Review Committee, pursuant to Article XII, Section 10 of the International Constitution. Brother Sweeton is, of course, intimately aware of the existing area standards and the national freight industry standards established by the National Master Freight Agreement. His direction of the bargaining will ensure that any contract proposal will be approved by the National Review Committee. While these negotiations are taking place and as long as they hold the promise of success, you are directed to use your influence to encourage members to continue to work, without disruptions of the companies' operations. If these negotiations do not lead to an acceptable contract offer, the Union will be there to maximize the economic pressure on the companies. But economic actions should be withheld at this point.

This is not a trusteeship. The authority vested in Brothers Sweeton and Flynn is focused on obtaining a contract with Holland, Yellow and Roadway. However, they have the right to attend meetings of the Local Union and of the Executive Board and should be advised in advance of such meetings so that they can arrange their schedules. They also have the right to review the records of the Local Union, as they see necessary to accomplish their assignment.

I urge you to cooperate with Brothers Sweeton and Flynn. These are difficult times for the unionized trucking industry and it is not an exaggeration to note that the consequences of these negotiations will affect not only the Local 705 members, but tens or hundreds of thousands of other Teamsters members.

Fraternaly yours,

  
James P. Hoffa  
General President

JPH/gwb

cc: Gordon Sweeton, International Vice President  
Pat Flynn, International Vice President