



TEAMSTERS TRUCK DRIVERS UNION LOCAL 407

Affiliated with the International Brotherhood of Teamsters

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March 23, 2009

It is with great reluctance that this letter is being sent, however, an International Brotherhood of Teamster audit in the fall of 2008 has resulted in a mandate that the Local 407 must change its methodology for dues calculations for members working on a mileage basis.

Local 407 has been informed that it must comply with a directive from the IBT to calculate the effective hourly earnings rate using the member's annual earnings for all Local 407 mileage drivers. The directive from the IBT states that the resulting dues increase shall be considered to be in effect on January 1 with the resulting dues increase to be implemented in March. The Local has requested approval from the Office of the General Secretary Treasurer to minimize the effect of the rate change required by the IBT Constitution.

Again, we apologize for this inconvenience; however, we must be in compliance with the International Brotherhood of Teamster Constitution and General Secretary Treasurers Office. Thank you for your cooperation in this matter.

Fraternally,

Teamsters Truck Drivers Union, Local 407