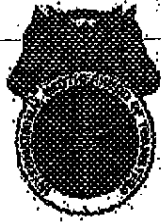


INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



C. THOMAS KEEGEL
General Secretary-Treasurer

202.824.6300
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July 29, 2009

Dear Principal Officer:

We are writing to update you on the negotiations that are currently taking place with the union covering the IBT's building workforce. Unfortunately the negotiations are not going well.

All unionized workers at the IBT's Headquarters are a valuable part of our team and provide important services to Teamster members and our affiliate Locals. However, their union at the bargaining table refuses to acknowledge the current economic conditions and the impact on per capita revenues at the IBT. As you are well aware, Local Union affiliates are also feeling the pinch and we certainly recognize that the operations of the IBT rely on per capita payments calculated on membership dues.

The bargaining unit at the IBT was organized during the Carey years as building workers sought to protect themselves through representation by another union. Since 1998, when we took office, we successfully negotiated two collective bargaining agreements with terms that shared the improving financial condition at the IBT with those workers. We are now asking that workers share in the prudent belt-tightening.

As in any negotiations, these union members have a right to take strike action and their union knows the embarrassment that such an event would create for the IBT. However, no amount of embarrassment will cause us to commit to a collective bargaining agreement that jeopardizes the financial health of your International Union.

Though it pains us to do so, we must make contingency plans to operate in the event of a labor dispute.

In closing, we commit to our Locals that we will stay at the bargaining table as long as it takes in these difficult times. We will be considerate in the negotiations to our IBT employees and will remain true to the principles that our union stands for.

Fraternally,

Handwritten signature of James P. Hoffa in black ink.

James P. Hoffa
General President

Handwritten signature of C. Thomas Keegel in black ink.

C. Thomas Keegel
General Secretary-Treasurer