

F. GEGARE
FOR GENERAL PRESIDENT 2011
FIGHTING FOR THE MEMBERS
P.O. BOX 9663
GREEN BAY, WI 54308-9663

May 25, 2010

James P. Hoffa, General President
International Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C. 20001-2198

Dear General President Hoffa:

As you know over the many years I have been a loyal Hoffa supporter. I would be remiss in failing to acknowledge when we came into office March 1, 1999 after a bitter and corrupt election by the opposition it was a turning point for this Union. You were put in office by the membership, and I was proud at that point to be on the General Executive Board of the IBT to represent the membership of this great organization. Jim as you know for more than three decades I have worn many hats for the IBT representing the membership and assisting the Local Unions when they had problems that had to be resolved against management. And today I can tell you I have done it very forcefully and with honor in working for the betterment of the membership.

However, it is no secret that in the past four years we have disagreed on many significant issues. It is my opinion and belief that you have surrounded yourself and are being advised by the wrong people who were not elected by the membership under our democratic process. You have forgotten that the membership and leadership in this organization put you in office as General President. As the oath of office states: "I will never forget that it is the members who put me here, and it is the members whom I will serve."

Jim I feel very strongly that you have changed with regard to recognizing Local Union autonomy. I have seen you discourage and prohibiting members that want to fight to save their pensions when management proposes to eliminate them. I have seen you not listening to Joint Council Presidents who oppose your hand picked successors for Vice President vacancies on the General Executive Board. I have told you you can't run this Union from the top down. You have to listen to the membership and leadership who put you in office so that you hear all sides of the issues.

I believe you now realize and are aware of the dismantle decision you made as Chairman of the negotiating committee for the last UPS contract by letting UPS out from Central States Pension Fund. I told you at the General Executive Board meeting last year in Orlando Florida how Central States is experiencing employers trying to get out of Central States Pension Fund. Local Union Officers, Agents and Stewards are facing their employers in white sheet addendums when

negotiating their agreements where management is consistently proposing to get out of the Central States Pension Fund because UPS left. I advised you when we met on April 24, 2007 at 11:00 a.m. at the Westin Hotel in the Detroit Airport not to let this happen. "Don't do this!" But my advice was ignored. Was it because you got card check for Overnight at the last convention? And by the way Overnight was never put into a Teamster Health and Welfare and Pension Fund. With the dilemma that all Funds are experiencing with YRC currently not contributing to all Pension Funds along with UPS, employers are lined up under white sheet contracts to get out of Pension Funds. This has resulted in Central States experiencing a loss of two thirds of their participants. Central States now has more than four retired pensioners for every one working (4 to 1).

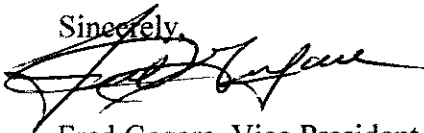
Another huge concern of mine as a Vice President at Large for USA and Canada is the way you are handling the IBT finances. I cannot understand some of your decisions in the last four years regarding some of your expenditures that you were questioned about. The IBT is facing financial difficulty because of many decisions you have made.

Therefore, I must advise you I have many, many other concerns on how, in my opinion, the IBT is being ran under your leadership. Based on those concerns I have reached a decision which has come easily to me. I hereby announce to you by the way of this letter that I will be a candidate for the position of General President at the 2011 convention.

And with the help of the membership and leadership of this great International Union my voice will not be silent during this campaign. All I have on my side is the truth and my facts as to the differences between you and me, and how I would have handled issues in the past, and going forward how I will handle them in the future.

In the next year I challenge you to debate me and address these issues and your decisions before every Joint Council. And I challenge you to have an open debate at the IBT convention before the delegates vote for their future leadership. It is time for you to explain and defend your actions for those who are truly and deeply affected.

Sincerely,



Fred Gegare, Vice President at Large for United States and Canada

Cc: Richard W. Mark
Office of the Election Supervisor for the International Brotherhood of Teamsters
1801 K Street, Suite 421-L
Washington, D.C. 20006

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Local Union Affiliates, USA and Canada
Joint Council Affiliates, USA and Canada
IBT Executive Board and Trustees