

C. Thomas Keegel  
IBT General Secretary-Treasurer

July 15, 2010

Dear Fellow General Executive Board Member:

This letter announces an important decision that I have made after long and careful consideration of what is in the best interest of our great International Union, my family, and me personally. At the end of my current term as General Secretary-Treasurer of the International Brotherhood of Teamsters (IBT), I will retire after serving more than fifty years as a Teamster. Accordingly, I will not be a candidate for office in 2011 on the Hoffa Slate or any other slate running for IBT office.

This is not the time for me to detail all of my reasons for my decision and my thoughts about the problems facing the IBT, but that time will come soon enough. I will say that the IBT in particular and the labor movement in general have faced and will continue to face, tremendous economic and political challenges during the months and years to come. Our International Union is already challenged in the 2011 election both from within and without our ranks. The IBT, its Joint Councils, and the Local Unions are responsible to preserve and protect the jobs, incomes, benefits, and pensions of our 1.4 million active members and our retirees. To meet this responsibility, the IBT should be run by the elected Teamster leaders in whom the members have placed their trust, and not outsiders or any one else. Likewise, our 2011 election campaign should be directed by elected Teamster leaders and not individuals over whom we have no control. The repeated election rule violations must stop. We can no longer allow our names to be used in this manner. We are responsible for what is done in the name of the Teamsters, and we must take charge of that responsibility.

In the coming weeks and months, I will be speaking to you individually, to the General Executive Board, and to our membership about how our International Union can rise to meet the challenges of the 21<sup>st</sup> Century. I do not claim to have all of the answers, but I do know that continuing down the same road as the IBT has traveled for the last few years

will not lead us out of our present difficulties or help us avoid the problems yet to come. Our great International Union needs to be unified, with openness and full participation by the General President, the General Secretary-Treasurer, the General Executive Board, the Joint Councils, and the Local Unions. As elected Teamster officials, this is our right, duty, and challenge. Now is the time!

On a personal note, I have the highest respect and appreciation for each of you. It has been my honor and privilege to serve with you on the IBT General Executive Board. I will continue to work with all of you as I serve out the rest of my term as the IBT General Secretary-Treasurer.

Fraternally,

A handwritten signature in black ink, appearing to read "Tom", written in a cursive style.

C. Thomas Keegel