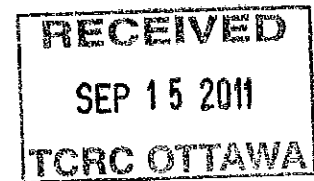


OFFICE OF THE ELECTION SUPERVISOR
for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
1801 K Street, NW, Suite 421 L
Washington, DC 20006
202-429-8683
877-317-2011 Toll Free
202-429-6809 Facsimile
electionsupervisor@ibtvote.org
www.ibtvote.org



RICHARD W. MARK
Election Supervisor

MEMORANDUM

TO: Principal Officers of All IBT Local Unions, System Federations, and General Committees of Adjustment

FROM: Richard W. Mark, Election Supervisor

DATE: September 9, 2011

RE: **Posting of Notice of Election and Notice of International Officer Candidate Forum**

On or about October 6, 2011, ballots for the election of International officers will be sent to all IBT members. In order to advise IBT members of the upcoming election, the *Rules for the 2010-2011 IBT International Delegate and Officer Election* require that a **Notice of Election**, translated into appropriate languages where necessary¹, in the same form as the notice that accompanies this memorandum:

- be printed in the September and October issues of *The Teamster* magazine; and
- be posted by all subordinate bodies of the union, including local unions², on all union bulletin boards in their jurisdiction.

Also, the *Supplemental Rules for Conducting the International Officer Candidate Forum* require that all Local Unions post a **Notice of International Candidate Forum** ("Watch the International Officer Debate") on their union bulletin boards telling the membership how they can view the International Officer Candidate Forum on the internet, obtain their own DVD copy of the forum, or access a DVD copy at their Local Union. OES will send three copies of the DVD to each Local Union in a separate mailing.

A copy of the enclosed notices must be on every bulletin board located at your office and on bulletin boards at the work sites of employers of your members which are maintained for the display of union-related materials. The notices should be posted immediately and should remain posted until November 14, 2011. Additional copies of the Notice of Election, including French and Spanish translations, and the Notice of International Candidate Forum may be downloaded from the Election Office website, www.ibtvote.org.

As is the case with all Election-related postings, no more than three days after the posting is completed, the Secretary-Treasurer of your local union or other Teamster subordinate body must provide my office with a signed affidavit of posting attesting that the notices have been posted as required, identifying the bulletin boards on which it was posted and the name and title of the individual responsible for posting the notice at each location. Official forms for affidavits of posting, Election Supervisor's Official Form 3, may be downloaded from the Election Office website, www.ibtvote.org.

¹ Spanish translations have been provided to all locals in the United States. French translations have been provided to locals in Canada.

² "Local Union" means a local union of the IBT, a local union of the IBT's Graphic Communications Conference, a General Committee of Adjustment of the IBT's Brotherhood of Locomotive Engineers and Trainmen Division and a System Federation of the IBT's Brotherhood of Maintenance of Way Employees Division.

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NOTICE OF ELECTION

The election of International officers is being conducted by mail ballot by the Election Supervisor for the International Brotherhood of Teamsters ("IBT"). The ballot count will begin after 10:00 a.m. EST on November 14, 2011, at the IBT International Election Count Site in Alexandria, Virginia.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through October, 2011. Members may become eligible by paying any unpaid dues and initiation fees at their local union by the close of business on November 10, 2011. Members whose dues are withheld by their employer under a check off provision in their collective bargaining agreement will not be declared ineligible to vote due to the employer's failure to make timely payment of those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article V of the Rules for the 2010-2011 IBT International Union Delegate and Officer Election. The Election Supervisor must receive your ballot by 9:00 a.m. EST on November 14, 2011. Only ballots received by this date and time will be counted.

VOTE FOR NO MORE THAN:	<ul style="list-style-type: none">- one (1) General President- one (1) General Secretary-Treasurer- seven (7) At-Large Vice Presidents &- three (3) International Trustees
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TO VOTE, fill in completely the oval  to the left of the candidate of your choice. USE A PENCIL OR EITHER A BLACK OR BLUE PEN OR MARKER.

You may vote for any of the candidates individually. Do not vote for more than the number of positions to be filled for each office.

You may vote for a slate of candidates by filling in the oval to the left of a slate name. A slate vote counts as a vote for each of the individual candidates on that slate

If you vote for a full slate of candidates, only your slate vote will be counted. A vote for any individual candidate not on the slate will not be counted. A vote for a slate overrides a vote for an individual candidate.

IF YOU MAKE A MISTAKE, DO NOT CROSS OUT. You may request a new ballot from the IBT Election Supervisor by calling 1-877-317-2011 (in the Washington, D.C. Metropolitan Area, dial 1-202-429-5610). If you have any questions about this election process, if you have recently moved, if you need a replacement ballot or if you need any ballot materials, request assistance immediately by calling 1-877-317-2011 (in the Washington, D.C. Metropolitan Area, dial 1-202-429-5610).

DO NOT GIVE YOUR BALLOT TO ANYONE TO MARK OR MAIL ON YOUR BEHALF. No person or entity shall limit or interfere with the right of each IBT member to determine independently how to cast his or her vote and to cast and mail the ballot himself or herself. The Election Supervisor shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, recommending appropriate disciplinary proceedings against members involved, referring the matter to the Government for appropriate action under law (including the Consent Order) and, when appropriate, disqualifying the candidate on whose behalf ballots were solicited.

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RICHARD W. MARK
Election Supervisor

AVIS D'ÉLECTION

L'élection des délégués internationaux est tenue par vote postal par le superviseur d'élection pour la Fraternité internationale des Teamsters (« FIT »). Le décompte des votes débutera après 10h HNE, le 14 novembre 2011, au site de dépouillement du scrutin international de la FIT à Alexandria, Virginie.

POUR ÊTRE ADMISSIBLE À VOTER, un membre doit avoir acquitté l'ensemble de ses cotisations syndicales pour la période se terminant à la fin octobre 2011. Les membres peuvent devenir admissibles en payant les cotisations et droits d'adhésion en souffrance à leur section locale, avant la fermeture des bureaux, le 10 novembre 2011. Les membres dont les cotisations sont prélevées par leur employeur en vertu d'une autorisation de précompte contenue dans leur convention collective ne seront pas déclarés inadmissibles advenant la négligence de leur employeur d'effectuer la remise en temps utile des cotisations à la section locale. Pour le texte intégral des règlements régissant l'admissibilité au droit de vote, veuillez consulter l'article V de Règlements pour l'élection 2010-2011 de délégué syndical et membre du bureau internationaux de la FIT. Le superviseur d'élection doit recevoir votre bulletin de vote avant 9 h HNE, le 14 novembre 2011. Seuls les bulletins de vote reçus, au plus tard, à ces heures et date seront comptés.

Votez pour un maximum:	- d'un (1) Président general -d'un (1) Secrétaire general Trésorier -de sept (7) Vice-présidents généraux et -de trois (3) Syndics internationaux
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POUR VOTER, noircissez complètement le cercle à la gauche du candidat de votre choix. UTILISEZ UN CRAYON, OU UN STYLO OU MARQUEUR À ENCRE BLEUE OU NOIRE.

Vous pouvez voter pour aucun des candidats individuellement. Ne votez pas pour plus que le nombre de postes à pourvoir pour chaque bureau.

Vous pouvez voter pour un groupe de candidats en noircissant le cercle à la gauche d'un nom de groupe. Si vous marquez ainsi votre bulletin de vote, vous aurez voté pour tous les candidats individuels de ce groupe.

Si vous votez pour un groupe complet de candidats, seul votre vote pour le groupe sera compté et vous ne pourrez voter pour aucun autre candidat individuel ou groupe de candidats.

Si vous votez pour un groupe contenant moins de candidats que le nombre à élire, votre groupe sera compté et vous pourrez voter pour tout autre candidat individuel, qu'il soit ou non inscrit dans un groupe, en autant que le nombre total de candidats choisis ne dépasse pas le nombre total de candidats à être élus à ce poste.

Un vote pour un groupe prime sur un vote pour un candidat individuel.

Vous pouvez voter pour des candidats individuels, qu'ils soient ou non dans un groupe, en autant que le nombre total de voix exprimées pour les candidats pour tout poste ne dépasse pas le nombre de candidats à élire à ce poste.

SI VOUS FAITES UNE ERREUR, NE RATUREZ PAS. Demandez plutôt un nouveau bulletin de vote à le superviseur d'élection de la FIT en composant le 1-877-317-2011 (pour la région métropolitaine de Washington, D.C., composez le 1-202-429-5610).

NE CONFIEZ À PERSONNE D'AUTRE LA TÂCHE DE REMPLIR ET/OU POSTER VOTRE BULLETIN DE VOTE POUR VOUS. Aucun individu ou entité n'est autorisé(e) à restreindre ou à nuire au droit de chaque membre de la FIT de voter librement, et de déposer et poster lui-même/elle-même un bulletin de vote. Le superviseur d'élection n'hésitera pas à imposer de sévères sanctions pour la violation de l'interdit de sollicitation du vote d'un membre par tout autre membre, administrateur, agent d'affaires, agent, délégué du syndicat ou par toute autre personne, y compris, mais ne se limitant pas à, la recommandation de prise de mesures disciplinaires appropriées à l'endroit des membres en cause, la référence du cas au gouvernement pour la prise d'une action juridique appropriée (dont l'ordonnance sur consentement) et, lorsqu'approprié, la disqualification du candidat pour le compte duquel les votes furent sollicités.

Pour toutes questions concernant le processus d'élection, si vous avez déménagé récemment, si vous avez besoin d'un nouveau bulletin de vote ou si vous avez besoin de documents de scrutin, demandez immédiatement de l'aide en composant le 1-877-317-2011 (pour la région métropolitaine de Washington, D.C., composez le +1-202-429-5610).

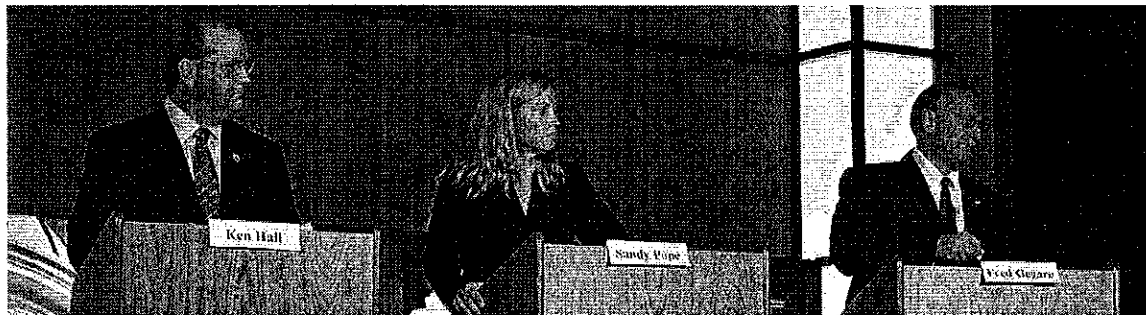
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WATCH THE IBT INTERNATIONAL OFFICER DEBATE at www.ibtvote.org

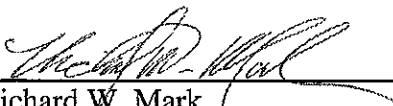
On September 7, 2011 General President Candidates Fred Gegare and Sandy Pope and General Secretary-Treasurer Candidate Ken Hall¹ answered questions and debated each other in a 90-minute candidate forum. **You can watch the debate, at www.ibtvote.org, at any time from any computer with an internet connection.** Watch any of the individual question and answer segments, or the full-length debate as you choose. **You can also read or download a transcript of the debate at www.ibtvote.org.** OES will not collect or maintain any information that could identify individual visitors that view the debate or download the transcript. Anyone may link to or promote www.ibtvote.org as a source for the debate.

Any IBT member can get a DVD recording and/or a transcript of the debate, free of charge. To get yours, call the Election Supervisor's Office at 888-317-2011 or, in the Washington, D.C. area, 202-429-8683, or send an email with the member's name, local union number, and mailing address to ElectionSupervisor@ibtvote.org. The identity of any member that requests a DVD or transcript from OES is confidential.



Each Local Union (or, in the Rail Conference, each System Federation and General Committee of Adjustment) has three copies of a DVD recording of the debate. The Local Secretary-Treasurer must make the DVD available upon request to any member, or group of members, for viewing or copying. At least one copy of the DVD must be maintained at the Local Union at all times through November 14, 2011.

Dated: September 9, 2011


Richard W. Mark
Election Supervisor

¹ General President Candidate James P. Hoffa designated Hall, the General Secretary-Treasurer Candidate on his slate, as his substitute to appear at the forum.

This is an official notice prepared and approved by Richard W. Mark, Election Supervisor for the International Brotherhood of Teamsters. It must remain posted through November 14, 2011 and must not be defaced or covered up.