

JOINT COUNCIL OF TEAMSTERS No. 38

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN, AND HELPERS OF AMERICA, AFL-CIO

Sacramento and San Joaquin Valley Areas, Northern Nevada, and two North Coast Counties

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June 17, 1999



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Stanley R Fisher
Preferred Alliance, Inc.
160 Airway Blvd.
Livermore, CA 94553

Dear Stan,

It is my pleasure on behalf of the Joint Council No. 38 Executive Board to inform you that Preferred Alliance, Inc. has been selected as our recommended drug and alcohol testing program Administrator. We look forward to working with you and your teams as we work together to build solid programs for our Local Unions and their Members.

I will inform each of our Local Unions of our decision and encourage each Secretary-Treasurer to use Preferred Alliance as follows:

Recommend and review company policies during the collective bargaining process in order to represent our membership under the most favorable conditions.

Advise our Locals as to regulatory changes with the Department of Transportation regulations;

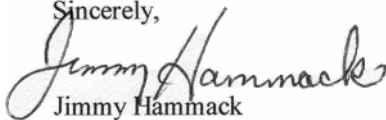
Assist both our Local Unions and Employers in new concepts, such as the ability to fund preemployment drug testing and random testing through the trust funds covering their health and welfare benefits;

Support Local Unions in fostering relationships with the Joint Council 38 Teamsters Alcohol Rehabilitation Program, as well as other EAP programs established by trust funds and/or collective bargaining agreements;

Explore the possibility of utilizing the Preferred Alliance/Kaiser Occupational health relationship whereby Preferred Alliance is the preferred provider of testing services for Kaiser's 42 occupational health centers in Northern and Southern California.

Thank you Stan for your continued support of Joint Council No. 38. We are confident that this relationship will continue to promote the spirit of Union Brotherhood and cooperation we have come to trust you for over the past 20 years.

Sincerely,



Jimmy Hammack
President & Director
Joint Council of Teamsters Local 38

J14/ed
C.C. JC 38 Locals
JC 7
JC 42