



OFFICE OF THE ELECTION OFFICER
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Michael H Holland
Election Officer

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January 10, 1991

VIA UPS OVERNIGHT

Dan Campbell
2925A Jones Lake Rd
Grayling, MI 49738

James Bohlen
Secretary-Treasurer
IBT Local Union 486
1245 E Genesee
Saginaw, MI 48607

Joe Cameron
United Parcel Service
Dickerson Rd
Gaylord, MI 49735

Re: Election Office Case No. P-175-LU486-MGN

Gentlemen

A pre-election protest was timely filed pursuant to Article XI of the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*"). Daniel Campbell contends that the *Rules* have been violated by employer, United Parcel Service, because supervisor Joe Cameron removed the official posting of the results of the delegate nominations meeting from the Union Bulletin Board

Subsequent to the filing of this protest the UPS site manager informed Regional Coordinator James De Haan that consistent with its long standing policy it would allow postings under its collective bargaining contract with the IBT it has the right to approve or disapprove all official Union postings on the official Union bulletin board and on official Union letterhead. The posting in this case was on plain paper.

The Local has now reposted the results of the nominations meeting on stationery which is printed with the Local Union letterhead but which contains no names of Local Union officers or business agents. The protestor, Mr Campbell, has confirmed with the Election Officer that the newly posted material has not been removed.

Accordingly, since the protest has now been remedied, it is considered moot

Dan Campbell
January 10, 1991
Page 2

If any interested party is not satisfied with this determination, they may request a hearing before the Independent Administrator within twenty-four (24) hours of their receipt of this letter. The parties are reminded that, absent extraordinary circumstances, no party may rely upon evidence that was not presented to the Office of the Election Officer in any such appeal. Requests for a hearing shall be made in writing, and shall be served on Independent Administrator Frederick B Lacey at LeBoeuf, Lamb, Leiby & MacRae, One Gateway Center, Newark, New Jersey 07102-5311, Facsimile (201) 622-6693. Copies of the request for hearing must be served on the parties listed above, as well as upon the Election Officer, IBT, 25 Louisiana Avenue, N.W., Washington, D. C. 20001, Facsimile (202) 624-8792. A copy of the protest must accompany the request for a hearing.

Very truly yours,

A handwritten signature in black ink, appearing to read "Michael H. Holland", with a long horizontal flourish extending to the right.

Michael H Holland

MHH/mca

cc Frederick B Lacey, Independent Coordinator
James De Haan, Regional Coordinator