



OFFICE OF THE ELECTION OFFICER  
% INTERNATIONAL BROTHERHOOD OF TEAMS  
25 Louisiana Avenue, NW  
Washington, DC 20001  
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Michael H. Holland  
Election Officer

Chicago Office:  
% Cornfield and Feldman  
343 South Dearborn Street  
Chicago, IL 60604  
(312) 922-2800

January 21, 1991

**VIA UPS OVERNIGHT**

Aaron Belk  
6502 Poplar Corner  
Walls, MS 38680

William Jones  
Business Agent  
IBT Local 667  
796 East Brooks Road  
Memphis, TN 38116

Mr. Bill Owens  
Secretary-Treasurer  
IBT Local 667  
796 East Brooks Road  
Memphis, TN 38116

Re: Election Office Case No. P-298-LU667-SOU

Gentlemen:

A pre-election protest was timely filed pursuant to Article XI, §1 of the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*"). The protest alleges that the personnel manager of the Walgreen Distribution Center located in Memphis, Tennessee, Mr. Belk's employer, removed campaign literature which Mr. Belk had posted upon the employees' bulletin board. Mr. Belk states that such employee bulletin board had been used historically for posting of materials other than, or in addition to, official company and union notices.

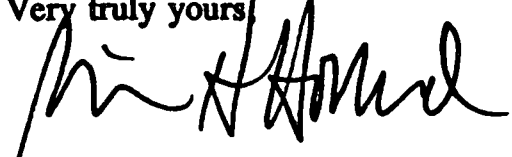
The Local Union has notified the Election Officer that it has no objection to IBT members employed at Walgreen posting campaign material on the employee bulletin board. In conversations with the Office of the Election Officer, Walgreen's—by its counsel—has also agreed, consistent with the Election Officer's position, that IBT members employed by it have the right to post campaign materials on bulletin boards which have historically been utilized for posting of materials other than or in addition to official company and Union notices, Walgreens has thus agreed that IBT members employed at its Memphis, Tennessee distribution center have the right to post campaign materials on the employee bulletin board.

**Aaron Belk**  
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On the foregoing basis, the protest is considered resolved. In order to insure that all IBT members employed by Walgreens at its Memphis, Tennessee distribution center are notified of their rights to engage in campaigning as described above, the Local Union is directed to post on its bulletin board at such facility the attached Notice.

If any person is not satisfied with this determination, he may request a hearing before the Administrator within twenty-four (24) hours of his receipt of this letter. Such request shall be made in writing and shall be served on Administrator Frederick B. Lacey at LeBoeuf, Lamb, Leiby & MacRae, One Gateway Center, Newark, N.J. 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. 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.

Very truly yours,



**Michael H. Holland**

**MHH/BJH/sst**

**cc: Frederick B. Lacey, Independent Administrator**  
**Larry R. Daves, Regional Coordinator**

**Dana Green**  
**Walgreen Company**  
**200 Wilmot Road**  
**Deerfield, IL 60015**

## **NOTICE TO TEAMSTER MEMBERS**

**FROM MICHAEL H. HOLLAND, ELECTION OFFICER, IBT**

**You have the right to participate in campaign activities on behalf of candidates for delegate and alternate delegate to the 1991 IBT International Convention.**

**You have the right to participate in campaign activities on behalf of candidate for International Office in the IBT.**

**You have the right to post campaign materials on the employee bulletin board, since it is a general purpose bulletin board -- that is, a bulletin board which has historically been used for the posting of materials other than, or in addition to, official Union and Company notices**

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**MICHAEL H. HOLLAND**  
**Election Officer, IBT**

***This is an official notice and must remain posted for thirty consecutive days from the day of posting, and must not be altered, defaced, or covered by any other material.***