



OFFICE OF THE ELECTION OFFICER  
INTERNATIONAL BROTHERHOOD OF TEAM UNIONS  
25 Louisiana Avenue NW  
Washington, DC 20001  
(202) 624 8778  
1-800-828-6496  
Fax (202) 624-8792

Michael H Holland  
Election Officer

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

February 5, 1991

**VIA UPS OVERNIGHT**

Donald Stone  
170 W Gates  
Romeo, MI 48065

George Vitale  
President  
IBT Local Union 283  
1625 Fort St  
Wyandotte, MI 48192

Sheila Finney  
Human Resources Manager  
Heublein Inc  
2500 Enterprise Dr  
Allen Park MI

Walter Quillico  
24951 Powers  
Dearborn Hts , MI 48125

Re Election Office Case No P-402-LU283-MGN

Gentlemen

The above referenced 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* ) In his protest Mr Don Stone contends that Heublein, Inc is violating the *Rules* because it has prohibited him from campaigning at its Allen Park, Michigan location contrary to past practice Mr Stone is not an employee of Heublein

Subsequent to the filing of the protest the Election Officer commenced discussions with the employer concerning its access policy The employer has agreed with the Election Officer that IBT members can campaign on company property inside the fenced in compound where Heublein is located IBT members will be specifically permitted to distribute literature speak with employees and otherwise campaign at the main employee entrance near the picnic table Those members who are engaged in such campaign activity shall report to the security guard upon entering the Heublein premises and obtain a badge prior to commencing campaign activities The Election Officer concludes that agreement by Heublein as described by the foregoing will insure the campaign access rights of IBT members and resolves the instant protest <sup>1</sup>

---

<sup>1</sup>The Election Officer notes that in his protest Mr Stone states that he actively campaigned at Heublein from September 1989 until January 24 1991 The election in this Local was a mail ballot the ballots were counted on January 31, 1991 Thus it appears that the short amount of time that has elapsed between Heublein's prohibition

Donald Stone  
Page 2

Based on the foregoing, this protest is **RESOLVED**.

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,  
  
Michael H Holland

MHH/mca

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

John P. Hancock  
Suite 900  
150 W. Jefferson  
Detroit, MI 48226

---

of Mr Stone's campaign activity and the resolution of this protest would not have affected his campaign. However, the Election Officer notes that a post-election protest has been filed with respect to Local 283's delegate election. In resolving that protest, the Election Officer will consider the effect, if any, on the election results of this access issue.