

OFFICE OF THE ELECTION OFFICER  
% INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
26 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

January 30, 1991

**VIA UPS OVERNIGHT**

Gillian Furst  
3813 Harriet Ave. S.  
Minneapolis, MN 55409

William H. Tyler  
Secretary-Treasurer  
IBT Local Union 1145  
2636 Portland Ave., S.  
Minneapolis, MN 55407

Dick Faust  
Assistant Superintendent  
Honeywell, Inc.  
975 Nathan Lane  
Plymouth, MN 55441

Re: Election Office Case No. P-404-LU1145-NCE

Gentlepersons:

A pre-election protest has been filed pursuant to Article XI of the Rules for the IBT International Union Delegate and Officer Election, revised August 1, 1990 ("Election Rules"). In her protest, the complainant, Gillian Furst, alleges that the Election Rules were violated by her employer, Honeywell, when it removed campaign literature from a general purpose bulletin board at the employer's Plymouth, Minnesota facility. The Election Officer's investigation revealed the following.

Counsel for the Election Officer has discussed this matter with representatives of Honeywell management. The employer recognizes that IBT members have a right, consistent with the Election Officer's position, to post campaign materials on general purpose bulletin boards at their work places. Honeywell has represented to counsel for the Election Officer that it will not interfere with the exercise of that right and will appropriately instruct its supervisory personnel.


In order to inform members of Local Union 1145 employed at the employer's Plymouth facility of their rights under the Election Rules, the Election Office directs the Secretary-Treasurer of Local Union 1145 to post, or cause to be posted, copies of the attached notice on all bulletin boards at the Plymouth facility customarily

Gillian Furst  
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used by the union for the posting of notices. Such posting shall take place within forty-eight (48) hours of the receipt of this letter and the notice shall remain posted for a period of thirty days. Within 5 days of the receipt of this decision the Secretary-Treasurer of Local Union 1145 shall file an affidavit with the Election Office with respect to the posting.

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  
Election Officer

cc: Frederick B. Lacey, Independent Administrator, IBT  
Barbara Zack Quindel, Regional Coordinator

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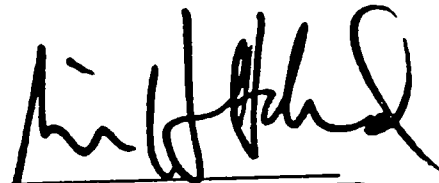
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**NOTICE TO TEAMSTER MEMBERS**  
**FROM MICHAEL H HOLLAND, ELECTION OFFICER, IBT**

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 candidates for International Office in the IBT

You have the right to post campaign materials on general purpose bulletin boards which have been available for posting by employees of materials other than official company and union notices, subject to existing nondiscriminatory rules governing their use

  
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