

OFFICE OF THE ELECTION OFFICER
% INTERNATIONAL BROTHERHOOD OF TEAMSTERS
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Michael H. Holland
Election Officer

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343 South Dearborn Street
Chicago IL 60604
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March 25, 1991

VIA UPS OVERNIGHT

Connie MacArthur
3309 W Elmore
Seattle, WA 98199

Allen McNaughton
Secretary-Treasurer
IBT Local Union 174
553 John St
Seattle, WA 98109

Re. Election Office Case No. P-676-LU174-PNW

Gentlemen

A pre-election protest has been timely filed pursuant to Article XI of the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*") In her protest, Connie MacArthur, an alternate delegate to the 1991 IBT Convention, contends that the *Rules* have been violated because her employer, United Parcel Service (UPS), has refused to grant her a leave of absence for the purpose of conducting Union business at the Convention

Subsequent to the filing of the protest, UPS informed the Election Officer that it will permit all delegates and alternate delegates to take a leave of absence for the purpose of attending the Convention UPS requests only that the Local Union notify it of their identity and appropriately request leave for them in accordance with the applicable contractual relationship between the parties

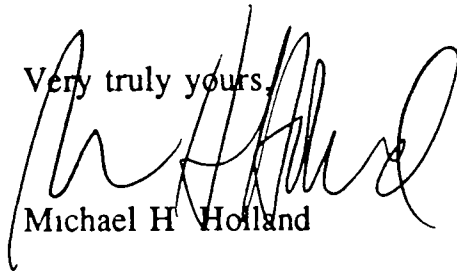
The Election Officer reminds the Local Union that it has an affirmative obligation, upon the request of the involved member, to notify any employer of the name of the involved IBT member who is certified as delegate or alternate delegate to the 1991 IBT International Convention, and to request for that member appropriate leave in order that he or she may attend the Convention Convention attendance is obviously Union business Thus, all IBT entities are required to insure that members duly certified as delegates or alternate delegates are able to attend the Convention, including requesting appropriate employment leave See, e.g., Article XI, § 1 (c) of the *Rules*

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

Connie MacArthur
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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
Christine M. Mrak, Regional Coordinator

Martin Wald, Esq.
Schnader, Harrison, Segal & Lewis
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Philadelphia, PA 19103
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