

OFFICE OF THE ELECTION OFFICER
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
25 Louisiana Avenue, NW
Washington, DC 20001

Michael H. Holland
Election Officer

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June 5, 1991

VIA UPS OVERNIGHT

Ronald C. Schick
11422 26th St., SW
Seattle, WA 98146

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

Richard Kraft
4432 176th St., SW #4
Lynnwood, WA 98037

Dale H. Kallenberger
32820 20th Ave., S. #63
Federal Way, WA 98003

Douglas P. Frechin
7515 181st Pl., SW
Edmonds, WA 98020

Chester L. Harty
12600 41st Ave., W. #10E
Everett, WA 98204

Robert A. Hasegawa
3121 16th Ave., S.
Seattle, WA 98144

Connie L. McArthur
3309 W. Elmore
Seattle, WA 98199

Charles E. Bowman
5205 332nd St., E.
Eatonville, WA 98328

Arthur I. Mittleider
15711 180th Pl., NE
Woodinville, WA 98072

Re: Election Office Case No. P-743-LU174-PNW
P-778-LU174-PNW

Gentlemen:

The above referenced protests have been filed pursuant to Article XI, Rules for the IBT International Union Delegate and Officer Election, *revised August 1, 1990* ("Rules"). In their protest members of the Proud Teamsters Slate and Doug Frechin allege that the Local Union is failing to represent Frechin and Richard Kraft in pending grievances, because Kraft and Frechin opposed Local officers in the delegate election.

The protest was investigated by Regional Coordinator Christine Mrak. The

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investigation discloses the following facts: Both Kraft and Frechin, members of The Proud Slate, have been discharged. Each has filed a protest concerning the discharge, and the Election Officer deferred each protest pending the outcome of respective arbitrations in each case.¹

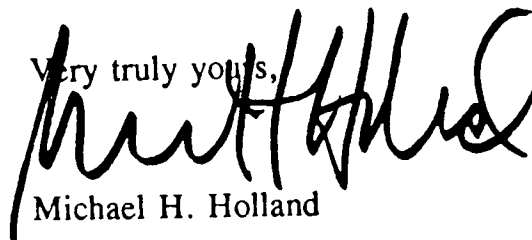
The Election Officer affirms his decision to defer the protests of Frechin and Kraft and to consider the merits of each of these cases at the conclusion of the grievance/arbitration process. To the extent that this protest alleges discrimination by the Local Union or complains of the quality of the Local's representation, the protest is premature. It will be impossible to determine whether the Local's advocacy on behalf of Frechin and Kraft is perfunctory or otherwise discriminatory until the process is completed.

The protest also alleges that the Local has delayed in processing the respective grievances. The Election Officer's investigation included a review of the entire chronology of the grievance process relative to each grievance to date. That review shows no delay by the Local in processing grievances as of this date.

Under these circumstances, the protest is DENIED.

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/mjv

cc: Frederick B. Lacey, Independent Administrator
Christine M. Mrak, Regional Coordinator

¹The Election Officer's letter of deferral is docketed as P-411-LU174-PNW, in the case of Kraft and P-706-LU174-PNW in the case of Frechin.