

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

Michael H. Holland  
Election Officer

(202) 624-8778  
1-800-828-6496  
Fax (202) 624-8792

July 15, 1991

**VIA UPS OVERNIGHT**

John Cetinske  
15764 Arbolada Lane  
Victorville, CA 92392

Robert Marciel  
Secretary-Treasurer  
IBT Local Union 63  
1616 W. Ninth St.  
Room 205  
Los Angeles, CA 90015

Bill Murray  
14703 Kinai Rd.  
Apple Valley, CA 92307

Re: Election Office Case No. P-795-LU63-CLA

Gentlemen:

A protest was filed pursuant to the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*") by John Cetinske regarding the bulletin board located at the Adelanto, California Roadway Express facility. In his protest, Mr. Cetinske alleges that Bill Murray, a member of Local 63 and a supporter of the Informed Teamsters for the Good of All Slate, removed material posted by Mr. Cetinske in support of the Delegates for Ron Carey Slate.

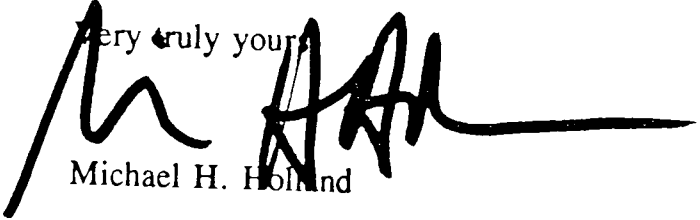
This protest is the latest in the on-going saga of the Adelanto, California Roadway Express bulletin board. See Election Office Case Nos. P-055-LU63-CLA, P-288-LU63-CLA, P-690-LU63-CLA, Post-61-LU63-CLA and the Compliance decision dated July 11, 1991. The Election Officer investigation revealed that for a short period of time beginning on or about June 1, 1991, access to the bulletin board was not possible due to tampering with the bulletin board lock. See Compliance decision dated July 11, 1991. Thus, neither Mr. Cetinske nor other IBT members employed by Roadway were able to post any materials on the bulletin board in accordance with the prior decisions rendered by the Election Officer with respect to this bulletin board. Thus Mr. Cetinske posted the material at issue here by taping it the outside glass portion of the bulletin board. The material in question was two newspaper articles describing the delegate and alternate delegate election for Local 63.

John Cetinske  
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The bulletin board in question was initially glass-enclosed and locked to prevent unauthorized removal of campaign literature. Now that the interior of the bulletin board is again accessible, all parties are reminded that campaign material is to be posted on the bulletin board, not on the exterior glass. Posting on the exterior glass will be at the poster's risk; removal of materials posted on the exterior glass or not otherwise properly posted on the bulletin board will not be considered a violation of the *Rules*.

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.

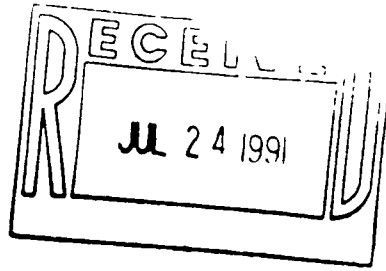
Very truly yours,

  
Michael H. Holland

MHH/mjv

cc: Frederick B. Lacey, Independent Administrator  
Geraldine L. Leshin, Regional Coordinator

Michael Holland  
Office of the Election officer for the  
International Brotherhood of Teamsters  
25 Louisiana Avenue N.W.  
Washington, D.C. 20002



13/CLA  
XMH  
B-J  
LESTIN

Mr. Holland:

I have received your letter dated July 15, 1991 re: case # P-795-  
LU63-CLA, and wish to protest several items regarding the bulletin  
board at Adelanto, California.

Several months back, I posted material on the board under the  
heading of "campaign material, do not remove". It was taken down by  
Terry Mangrum (a delegate on the Carey slate), given to his wife,  
Kathy, who immediately came over to my house and gave it to my  
wife.

I then posted another notice which was removed by John Cetinske,  
which ended up in your office. This particular posting, by your own  
representatives' admission was both removed and sent to you by Mr.  
Cetinske.

Terry Mangrum has made death threats against me. Specifically he  
made the comment to Joe Lockhart (another line driver and a Carey  
supporter) and overheard by several other people if 'Bill Murray  
didn't stop f--king around with their cause, he was going to shoot  
me.'

I have been accused of various violations which are, in my opinion,  
unsubstantiated, and I'm tired of it. It is also my opinion I have  
been slandered and liabled by these bogus charges, when no action has  
been taken when MY rights have been violated as I have stated in the  
two instances above. I have perhaps mistakenly misunderstood  
democracy to mean a social and political equality with respect for  
the individual within the community. It appears you intend to utilize  
the wild west form of justice which is to give any individual accused  
by a Carey supporter " a class R trial, then hang them". This is not  
the system we are used to in the United States.

Very Truly yours, William Murray