

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 12, 1991

VIA UPS OVERNIGHT

Mr. James A. Beck
Recording Secretary
IBT Local Union 100
3548 Turkeyfoot Road
Erlanger, KY 41018

Mr. Thomas R. Koop
Trustee
IBT Local Union 100
33 Augusta Avenue
Fort Wright, KY 41011

Mr. Michael H. Dickens
President
IBT Local Union 100
2100 Oak Road
Cincinnati, OH 45241

Mr. Mike Vercheak
District Labor Manager
United Parcel Service
500 Gest Street
Cincinnati, OH 45203

Re: Election Office Case No. P-796-LU100-SCE

Gentlemen:

A protest was filed pursuant to the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("**Rules**"), by James A. Beck and Thomas R. Koop. Mr. Beck and Mr. Koop are both duly elected delegates to the IBT International Union Convention from IBT Local Union 100 in Cincinnati. Both of them are employed by United Parcel Service ("UPS") at its South Ohio location. Their protest challenges the refusal of UPS to allow them excused time off from work to attend the IBT International Union Convention in Orlando, Florida, during the week of June 24, 1991.

By letter dated May 17, 1991, Michael H. Dickens, President of Local Union 100, requested Mr. Mike Vercheak, Labor Manager for UPS's South Ohio location, to grant time off to Mr. Beck and Mr. Koop to attend the IBT Convention. By letter dated June 5, 1991, Mr. Vercheak refused this request.

The Election Officer has repeatedly stated that attendance by delegates at the 1991 IBT International Union Convention is Union business; it is not a

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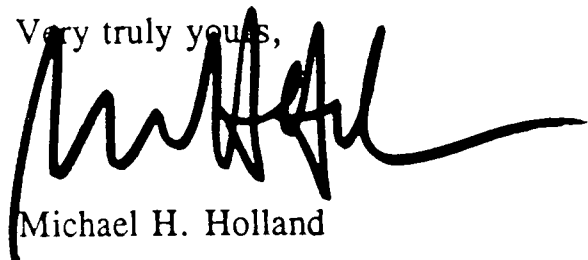
vacation or holiday. Such attendance is to be treated as an excused leave of absence for official Union business in accordance with standard provisions of applicable collective bargaining agreements.

After the protest was filed, UPS reconsidered its position, and has now agreed that Mr. Beck and Mr. Koop may be excused from work to attend the IBT International Union Convention.

Since UPS has now agreed to fully remedy the protest, the Election Officer concludes that this protest has been resolved in a manner which conforms to the **Rules**, and is satisfactory to the protestors as well as the Election Officer.

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, 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/kpm

cc: Frederick B. Lacey, Independent Administrator, IBT
Peggy A. Hillman, Election Office Regional Coordinator
Martin Wald, Esquire