

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 11, 1991

VIA UPS OVERNIGHT

Mike Brannan  
1319 North 63rd Street  
Wauwatosa, WI 53213

Ron Strzelecki  
Secretary-Treasurer  
IBT Local Union 344  
10020 W. Greenfield Ave.  
Milwaukee, WI 53214

UPS  
c/o Kent C. Nelson, Chairman & CEO  
Greenwich Office Park #5  
Greenwich, CT 06831

UPS  
c/o Ralph Sergott, District Mngr.  
12400 W. Bluemound Road  
Elm Grove, WI 53122

UPS  
c/o Jim Sincere, Feeder Mngr.  
6800 South 6th Street  
Oak Creek, WI 53154

Martin Wald, Esq.  
Schnader, Harrison, Segal & Lewis  
Suite 3600  
1600 Market Street  
Philadelphia, PA 19103

**Re: Election Office Case No. P-807-LU344-NCE**

Gentlemen:

A protest was filed pursuant to the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*") by Mike Brannan, a member of IBT Local Union 344 and an employee of United Parcel Service (UPS). Mr. Brannan contends that UPS is requiring him and other IBT members employed by UPS to remove from their personal CB radio equipment, which such members carry in their company vehicles, stickers promoting the candidacy of Ron Carey for General President of the IBT. Mr. Brannan states that he and other IBT members were told that their failure to remove such stickers would result in discipline of them by UPS. Mr. Brannan contends that the directives of UPS are in violation of the *Rules*.

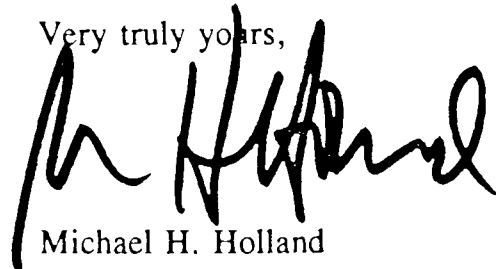
UPS has agreed, consistent with the position of the Election Officer, that neither Mr. Brannan nor his fellow IBT members employed by UPS will be disciplined for having stickers promoting the candidacy of Ron Carey for IBT General President at fixed to their personal CB radios. UPS has further agreed, also consistent with the position

Mr. Mike Brannan  
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of the Election Officer, that Mr. Brannan and other IBT members employed by UPS may affix stickers promoting the candidacy of Ron Carey for IBT General President and/or stickers promoting the candidacy of other IBT members seeking International Office in the IBT on their personal CB radios in the future. In accordance with the foregoing this protest is considered RESOLVED.

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,

A handwritten signature in black ink, appearing to read "Michael H. Holland". The signature is stylized and cursive.

Michael H. Holland

MHH/mjv

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