

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

September 18, 1991

VIA UPS OVERNIGHT

Rob Naslanic
441 Clair
Garden City, MI 48135

Spartan Foods
9075 Haggerty Road
Plymouth, MI 48170

Lawrence Brennan
President
IBT Local Union 337
2801 Trumbull Ave.
Detroit, MI 48216

Re: Election Office Case No. P-911-LU337-MGN

Dear Mr. Naslanic:

A protest was filed pursuant to the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*") by Rob Naslanic, a member of IBT Local 243. A copy of the protest is enclosed. In his protest, Mr. Naslanic contends that he was denied access for campaigning purposes to the exterior of Spartan's facility located on Haggerty Road in Plymouth, Michigan. Mr. Naslanic is neither an employee of Spartan Foods nor a member of Local Union 337, the Local which represents the IBT members employed at the Plymouth, Michigan facility of Spartan.

The issue of access to the Plymouth, Michigan facility of Spartan Foods has been the subject of a previous protest filed with the Election Officer. See Election Office Case No. P-335-LU337-MGN, affirmed 91-Elec.App.-122. In that decision, the Election Officer found that the location of the Plymouth, Michigan Spartan Foods warehouse prevented IBT members not employed at that facility from being able to campaign among the IBT members employed there without being permitted on Spartan's private property. Accordingly, the Election Officer determined that Spartan was required to permit IBT members not employed by it to have access to the employee parking lot located at the Plymouth, Michigan Spartan Foods warehouse for the purpose of engaging in campaign activities. The Election Officer further found that Spartan could require such IBT members to "check in" at the security station prior to entry into the employee parking lot. As noted above, the Election Officer's decision was affirmed in all respects by the Independent Administrator. No further appeals were taken from the decision of the Independent Administrator.

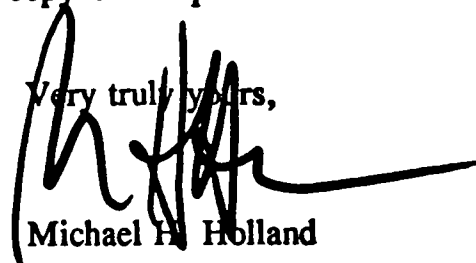
The merits of Mr. Naslanic's protest here have previously been determined with finality. In accordance with those final decisions, Mr. Naslanic and other IBT members

Rob Naslanic
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not employed by Spartan are entitled to access to the employee parking lot at the Plymouth, Michigan Spartan Foods warehouse for campaigning purposes. Neither Mr. Naslanic nor any other IBT member not employed by Spartan is entitled to access to any other areas of the Plymouth, Michigan property of Spartan Foods. As previously determined, Spartan may require Mr. Naslanic and other IBT members not employed by it to "check in" at the security station prior to their entry on to the employee parking lot.

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

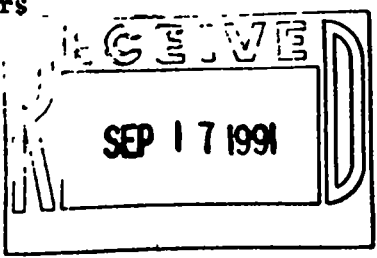
James De Haan, Regional Coordinator

Elizabeth M. McIntyre, Esq.
Miller, Johnson, Snell & Cummiskey
800 Calder Plaza Building
Grand Rapids, MI 49503

337 / MGN

X MHH
BJH
TO: Protest
LAND

Michael Holland
Office of the Election Officer
International Brotherhood of Teamsters
25 Louisiana Ave. NW
Washington DC 20001



Mr Holland:

I am writing to protest the actions of employer Spartan Foods, located on Haggerty Road, Plymouth, MI. On September 16 Spartan, through its agent Bill Horton, denied me access to their facilities parking area, entrance drive and property for the purposes of campaigning for the Ron Carey Slate.

Spartan's stand effectively makes it impossible to discuss the campaign and distribute literature with the many Teamsters employed by the company.

Meanwhile, Local 337 business agents and officers will have ready access to the facility and be able to campaign during visits to the company.

Rob Naslanic
Rob Naslanic
441 Clair
Garden City, MI 48135
(313) 261-0618

Soc. Sec. # 366-86-2794