



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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September 26, 1991

VIA UPS OVERNIGHT

James J. Howe  
Secretary-Treasurer  
IBT Local Union 1149  
7272 Van Buren Road  
Baldwinsville, NY 13027

M. Larry Harmon  
Manager  
Employer Relations  
Anheuser-Busch, Inc.  
2885 Belgium Road  
Baldwinsville, NY 13027

Gene Giacumbo  
c/o Ron Carey Partnership Slate  
15 Village Road  
Sea Bright, NJ 07760

Re: Election Office Case No. P-931-LU1149-PGH

Gentlemen:

Two protests were filed with the Election Office pursuant to Article XI of the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("Rules"). In their protests James J. Howe and Gene Giacumbo alleges that the Rules were violated by Anheuser-Bush as a result of its policy prohibiting the posting or distribution of campaign literature at its Baldwinsville, New York brewery. The Election Officer's investigation of this protest revealed the following.

On or about September 19, 1991, Anheuser-Bush posted a notice addressed to "All Anheuser-Busch Employees" at its Baldwinsville production facility. The notice, signed by the plant's manager of employee relations, banned the posting of all campaign materials regarding the "upcoming national election of Teamster officials". The notice informed employees that violation of the ban would subject them to "disciplinary action up to and including discharge".

The Election Officer has been informed by counsel for Anheuser-Bush that the policy set forth in the September 19, 1991 notice has been withdrawn. The Election Officer assumes that Anheuser-Busch will inform all appropriate managerial and supervisory employees at the Baldwinsville, New York plant of its withdrawal of this policy, and directs that Anheuser-Busch do so.

Based on the foregoing, the Election Officer considers this matter RESOLVED.

James J. Howe  
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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  
Election Officer

cc: Frederick B. Lacey, Independent Administrator  
William B. Kane, Regional Coordinator  
Joseph Santucci, Esq.  
Morgan, Lewis and Bockius