

November 25, 1996

VIA UPS OVERNIGHT

Randy Olsen
1825 San Jose
San Leandro, CA 94577

United Parcel Service
8400 Pardee Drive
Oakland, CA 94610

Ron Carey Campaign
c/o Nathaniel Charny
Cohen, Weiss & Simon
330 W. 42nd Street
New York, NY 10036

Bradley T. Raymond
Finkel, Whitefield, Selik, Raymond,
Ferrara & Feldman
32300 Northwestern Highway, Suite 200
Farmington Hills, MI 48334

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

Re: Election Office Case No. P-1247-LU70-CSF

Gentlemen:

A pre-election protest was filed pursuant to Article XIV, Section 2(b) of the ***Rules for the 1995-1996 IBT International Union Delegate and Officer Election*** (“***Rules***”) by Randy Olsen, a member of Local Union 70. Mr. Olsen alleges that his employer, UPS, allows “select employees to wear Hoffa-Mack campaign buttons on their uniforms while working out in public.” The protester contends that the employer forbids other employees from wearing campaign buttons, in violation of the ***Rules***.

UPS responds that it enforces a policy of prohibiting all employees who wear a uniform and interact with the public from wearing campaign buttons on their uniforms.

Adjunct Regional Coordinator Victoria Chin investigated the protest.

The protester presented no evidence to support his allegation. The protester has also failed to participate in the investigation.

Accordingly, the protest is DENIED.

Randy Olsen
November 25, 1996
Page 2

Any interested party not satisfied with this determination may request a hearing before the Election Appeals Master within one day of 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:

Kenneth Conboy, Esq.
Latham & Watkins
885 Third Avenue, Suite 1000
New York, NY 10022
Fax (212) 751-4864

Copies of the request for hearing must be served on the parties listed above as well as upon the Election Officer, 400 N. Capitol Street, Suite 855, Washington, D.C. 20001, Facsimile (202) 624-3525. A copy of the protest must accompany the request for a hearing.

Sincerely,

Barbara Zack Quindel
Election Officer

cc: Kenneth Conboy, Election Appeals Master
Victoria Chin, Adjunct Regional Coordinator