

OFFICE OF THE ELECTION OFFICER  
% INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
25 Louisiana Avenue, NW  
Washington, DC 20001  
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Fax (202) 624 8792

Michael H Holland  
Election Officer

Chicago Office  
% Cornfield and Feldman  
343 South Dearborn Street  
Chicago, IL 60604  
(312) 922 2800

March 6, 1991

**VIA UPS OVERNIGHT**

R F Wojciechowski  
5 Locust Court  
Old Bridge, New Jersey 08857

Ronald Prunesti  
President  
IBT Local Union 102  
25 Evergreen Place  
East Orange, New Jersey 07019

**Re: Election Office Case No. P-509-LU102-NJE**

Gentlemen

A pre-election protest was timely filed pursuant to Article XI, Section 1 of the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*") In his protest Richard Wojciechowski alleges that he has been prohibited from posting campaign literature on a bulletin board located at the Anheuser-Busch Brewery, located in Newark, New Jersey

The investigation shows the following Mr Wojciechowski, a candidate for delegate asked his job steward to post his campaign materials on the Local 102 bulletin board and the steward refused, stating that it was against company policy to post campaign materials Mr Wojciechowski then taped some of his literature to the glass of the bulletin board This campaign literature was removed

The bulletin board in question has a glass cover and lock The shop stewards and the management have keys The collective bargaining agreement between Anheuser-Busch and IBT contract provides that the bulletin boards at the plant are to be used for only official Union postings Further, Anheuser-Busch labor relations staff state that they remove materials other than official Union notices from the bulletin boards

The evidence shows, however, that campaign materials have been posted on the Union bulletin boards during past Local Union officer and/or steward elections For example, campaign literature was previously posted on the Local 102 board for Mr Frances Marico, who was a candidate for shop steward and for Mr Fred Wedekin, also

a candidate for shop steward Campaign literature was also posted on the Local 843<sup>1</sup> bulletin board during the most recent Local Union election

The *Rules* provide that no restrictions shall be placed upon candidate's or member's pre-existing rights to use employer or Union bulletin boards for campaign publicity *Rules*, Article VIII, Section 10 The Advisory states that all general purpose bulletin boards may be used for campaign postings even if campaign materials had never been previously posted The Advisory further notes that prior practices, providing access beyond that required by the Advisory will prevail Thus, where a bulletin board other than a general purpose bulletin board has been used for campaign postings, prior practice requires that such postings be permitted for the 1991 IBT International Union delegate and officer election

The evidence in this case shows that while the bulletin boards may not be general purpose bulletin boards, they have previously been used for the posting of campaign literature in connection with Local Union officer and steward elections Thus Mr Wojciechowski has a pre-existing right to post his campaign literature on the Local 102 bulletin board The Local Union's refusal to post Mr Wojciechowski's campaign materials violated the *Rules*

To remedy the violation, the Election Officer directs the following

1 The Local Union 102 President, Ronald Prunesti, shall direct the job steward at Anheuser-Busch to post Mr Wojciechowski's campaign material on the Local 102 bulletin board<sup>2</sup>

2 The Local shall also post the attached Notice on the Local 102 bulletin board at the Anheuser-Busch facility

3 Ronald Prunesti, President of Local Union 102, shall file an affidavit with the Election Officer by March 22, 1991 indicating steps it has taken to comply with this order

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)

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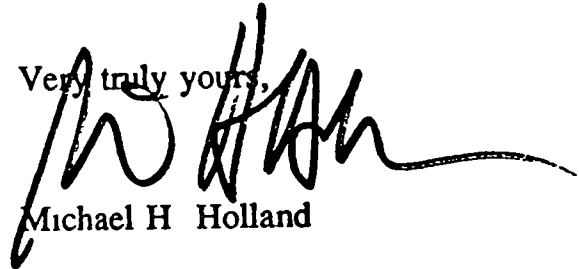
<sup>1</sup>Members of at least two IBT Locals work at the Anheuser Busch work site, and each Local has a bulletin board, including Local 843

<sup>2</sup>Anheuser-Busch has notified the Election Officer that it will not remove campaign literature posted on the Local Union's bulletin board.

R F Wojciechowski  
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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 "M. Holland", with a long horizontal flourish extending to the right.

Michael H Holland

MHH/ads

cc Frederick B Lacey, Independent Administrator  
Edward T Ellis, Regional Coordinator

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## NOTICE TO TEAMSTER MEMBERS

**FROM MICHAEL H. HOLLAND, ELECTION OFFICER, IBT**

You have the right to participate in campaign activities on behalf of candidates for delegate and alternate delegate to the 1991 IBT Convention

You have the right to participate in campaign activities on behalf of candidates for International Office in the IBT

You have the right to post campaign material on the Local's bulletin boards

It is a violation of the *Election Rules* for any company official, Union officer, business agent, steward, or member to remove campaign postings

Protests regarding bulletin board postings are to be filed with the Election Officer at the above address. Copies of the *Rules* regarding campaigning and other election activities may be obtained from the Election Officer by calling the toll-free telephone number listed above



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MICHAEL H. HOLLAND  
Election Officer, IBT

***This is an official notice and must remain posted for thirty consecutive days from the day of posting, and must not be altered, defaced, or covered by any other material.***