



OFFICE OF THE ELECTION OFFICER  
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Michael H Holland  
Election Officer

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Chicago IL 60604  
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March 22, 1991

**VIA UPS OVERNIGHT**

Randy Scott Reiss  
2515 Sweetwater Road , #87  
Spring Valley, California 91977

Michael Juengst  
c/o The Brotherhood for a  
Union Slate  
10529 Don Pico Road  
Spring Valley, California 91978

Weldon Lee  
12232 Royal Road  
El Cajon, California 92021

Richard Nageotte  
Secretary-Treasurer  
IBT Local Union 481  
2840 Adams Avenue  
Room 202  
San Diego, California 92120

Michael Nester  
c/o The Democracy and Justice  
Slate  
7144 Romford Court  
San Diego, California 92120

Ed Sorrels  
5261 9th Street  
Imperial Beach, California 91932

**Re: Election Office Case No P-686-LU481-CLA**

Gentlemen

The above-referenced pre-election protest has been 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, Randy Scott Reiss alleges his employer, Hertz Rent-A-Car, prohibited him from engaging in campaign activities in the break-room, a non-work area, of Hertz's facility on his scheduled day off from work

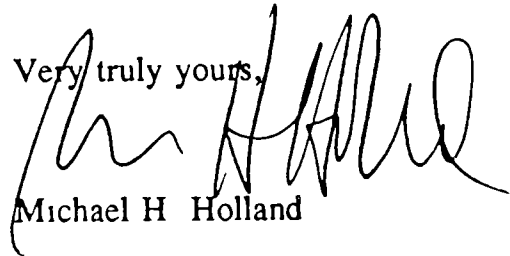
The protest was investigated by Regional Coordinator Geraldine L. Leshin. During the investigation, Hertz agreed, consistent with the Election Officer's position, that IBT members employed by Hertz, including Reiss, could campaign in the break-room located at Hertz before and after work, during the lunch break, during other break periods and at any time such members are not working, including the days they are scheduled not to work

Randy Scott Reiss  
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Based on the foregoing, the protest is **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,



Michael H. Holland

MHH/mca

cc Frederick B. Lacey, Independent Administrator  
Geraldine L. Leshin, Regional Coordinator