

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 9, 1991

**VIA UPS OVERNIGHT**

George Askey  
306 Linda Lou  
San Antonio, Texas 78223

Roadway Services, Inc.  
Attn: Richard Bennett  
1077 George Boulevard  
P.O. Box 88  
Akron, Ohio 44309-0088

Preston D. Ketchum  
President  
IBT Local Union 657  
8214 Roughrider  
San Antonio, Texas 78239

**RE: Election Office Case No. P-765-LU657-SOU**

Gentlemen:

A protest was filed pursuant to the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("Rules") by George Askey, a member of Local Union 657. In his protest Mr. Askey contends that his employer Roadway Express suspended him, and otherwise harassed him, in retaliation for his campaign activities on behalf of General President candidate Ron Carey and other members of Mr. Carey's slate. By letter dated June 6, 1991, the Election Officer notified all parties that he was deferring his decision on this protest pending the resolution of the grievance filed by Mr. Askey pursuant to the grievance/arbitration provisions contained in the collective bargaining agreement between Roadway Express and the Union.

The Election Officer has been advised that the grievance procedures have now concluded. As a result of the grievance hearing Mr. Askey's discipline was reversed and Mr. Askey received back pay for the period of time he had been suspended by his employer. Mr. Askey further indicates that the alleged harassment of him by Roadway Express has also ceased. Under these circumstances the Election Officer concludes that further processing of this protest is unwarranted. Mr. Askey's complaints as contained in the protest have been fully resolved in his favor and the relief he requested in his protest has been achieved. Accordingly the protest is now moot and is dismissed on that basis.

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,

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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,

A handwritten signature in black ink, appearing to read "Michael H. Holland", written over the typed name below.

Michael H. Holland

MHH/cb

cc: Frederick B. Lacey, Independent Administrator  
Donald H. Williams, Regional Coordinator