

NOTICE TO ALL IBT MEMBERS

The Election Supervisor has issued a consolidated protest decision and final determination on remand concerning *O'Brien et al.*, 2026 ESD 26 (January 6, 2026). That decision, *Hooker & Fearless Slate*, 2026 ESD 126 (Oct. 28, 2026), resolves two related matters and the findings described below.

1. Misuse of members' names and information. Following a protest filed on behalf of the Fearless Slate, the Election Supervisor determined that on November 1 and 2, 2025, one or more unidentified persons submitted the names and union email addresses of IBT members to an online petition posted by the Fearless Slate, without those members' knowledge or permission. The petition asked Teamsters for a Democratic Union leadership to allow Fearless Slate candidate Richard Hooker Jr. to speak at the 2025 TDU Convention. Each unauthorized submission falsely indicated that a member supported that request in violation of the Rules. The Election Supervisor was unable to identify the person or persons responsible and has made no finding that any candidate or slate was involved.

2. Fearless Slate campaign emails to union email addresses. The Election Supervisor has found that the Fearless Slate violated the Election Rules by sending campaign solicitations to members at their official union email addresses on November 3 and November 4, 2025. Campaign support and contributions may not be solicited using union resources including union email addresses, and candidates and slates are strictly liable for any use of union resources in their campaigns. The Election Supervisor found the Fearless Slate violated the Rules by sending the November 3 and 4 emails to union email addresses but did not find a violation based on the automated confirmation email generated by the unauthorized petition submissions described above. The remedy for the Fearless Slate's violation is set forth in the full decision.

Your rights and obligations. All IBT members have the right to decide for themselves whether to support or oppose any candidate, or to refrain from doing so, free from interference, restraint, or coercion. Submitting another member's name, email address, or other personal information to a petition, form, or other campaign material without that member's authorization, or otherwise falsely indicating that a member supports or opposes a candidate or campaign position, is a serious violation of the Election Rules and will not be tolerated.

The Election Supervisor ordered this Notice be issued to inform members of their rights under the Election Rules and to deter future violations. The Election Supervisor will take appropriate action, including remedial measures, against any person found to have submitted another member's information to support a candidate or candidates without authorization or to have otherwise interfered with members' free choice in the election or to have used union resources to campaign.

This is an official notice of the Office of the Election Supervisor. The full decision is available at www.ibtvote.org.

Timothy S. Hillman, Election Supervisor

*THIS IS AN OFFICIAL NOTICE FROM THE ELECTION SUPERVISOR FOR THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS*