

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

May 8, 1991

VIA UPS OVERNIGHT

Thomas R. Salinas
519 Delmar
San Antonio, TX 78210

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

Re: Election Office Case No. P-748-LU657-SOU

Gentlemen:

An election protest was filed pursuant to the *Rules for the IBT International Union Delegate and Officer Election*, revised August 1, 1990 ("*Rules*") by Thomas R. Salinas. Mr. Salinas' protest concerns arrangements made by Local 657 with respect to hotel accommodations and per diem expenses for its delegates and alternates to the 1991 IBT International Convention.

Subsequent to the filing of the protest, regional representatives of the Election Officer, including the Regional Coordinator and the Adjunct Regional Coordinator, Dolores Hall, conferred with both Mr. Salinas and the President of the Local Union with respect to the protest and the appropriate interpretation of the *Rules* and the Advisory Regarding Convention Expenses in relation to this protest. As a result of such discussions, the matters set forth in the protest have been resolved by Mr. Salinas and Local Union 657.

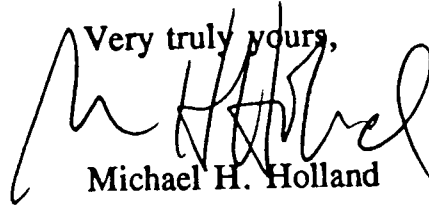
The Election Officer has determined that the resolution is in accord with the requirements of the *Rules* and the Advisory Regarding Convention Expenses. On this basis, and given this resolution, the protest is DISMISSED.

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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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/pjm

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