

OFFICE OF THE ELECTION SUPERVISOR
for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
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Richard W. Mark
Election Supervisor

Election Supervisor Notice to All Members of Teamsters Local Union 853

The Election Supervisor has determined that Rome Aloise violated the Election Rules and federal law by bringing internal union charges against Roger Bales for statements Bales made that were critical of Aloise.

Federal law and the Election Rules give Union members the right to express their views freely at Union meetings and in other forums regarding policies and other matters affecting the Union. This right includes the freedom to criticize union officers and candidates for union office, and it applies regardless of whether the criticism is valid or truthful. It is a violation of federal law and the Election Rules to bring internal union charges against a member for exercising these free speech rights.

The Election Supervisor will not tolerate violation of the *Rules*. The Election Supervisor has ordered the Local Union 853 trial panel that heard Aloise's charges against Bales to dismiss them. The Election Supervisor has also ordered Aloise not to bring internal union charges against local union members for statements that are critical of union officials. The Election Supervisor has ordered Aloise to send a notice to every member of Local Union 853 and to pay fine of \$5,000 from his personal funds to the Office of the Election Supervisor.

Local Union 853 has been ordered to post this notice on all worksite bulletin boards where members of this local union work.

The Election Supervisor has issued this decision in *Bales*, 2011 ESD 286 (June 28, 2011). You may read this decision at <http://www.ibtvote.org/protests/2010/2011esd286.htm>.

Any protest you have regarding your rights under the *Rules* or any conduct by any person or entity that violates the *Rules* should be filed with Richard W. Mark, 1801 K Street, N.W., Suite 421L, Washington, D.C. 20006, telephone: 877-317-2011, fax: 202-429-6809, email: electionsupervisor@ibtvote.org.

This is an official notice of the Election Supervisor and must remain posted on this bulletin board until September 30, 2011 and must not be defaced or covered up.