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Hon. Timothy S. Hillman
Election Supervisor

NOTICE TO LOCAL UNIONS CONCERNING THE PARKING LOT ACCESS RULE FOR
THE 2025-2026 ELECTION OF IBT CONVENTION DELEGATES AND INTERNATIONAL
OFFICERS

Dated: July 23, 2025

Dear Local Union Principal Officer,

The 2025-2026 IBT election of International Union Delegates and Officers (the “Election”) is underway. The Election will be conducted and monitored by this office, the Office of the Election Supervisor, which is an independent entity created by a Final Court Order in the case of *United States v. IBT*, No. 88-cv-4486 (LAP) (S.D.N.Y. 1988). Since 1991 the Office of the Election Supervisor has supervised every International Union Delegate and Officer election. Our responsibilities include the development and maintenance of a free, open, and democratic election process, and the elimination of corruption from the IBT. *See United States v. IBT*, No. 88-cv-4486 (LAP) (S.D.N.Y. 1988). Elections for convention delegate will occur at IBT local unions from now through the end of April 2026. Balloting for the International Officer Election is scheduled to be completed in November 2026.

In furtherance of our objective, under Article VII, §12(e) of the Election Rules (the “Parking Lot Access Rule”), IBT members have the right to distribute campaign literature and solicit support for delegate candidates and International Officer candidates in any parking lot IBT members use to park their vehicles in connection with their employment. The rights set forth under the Parking Lot Access Rule are presumptive notwithstanding any employer rule or policy to the contrary. Election information, including the Election Rules and the court order issued by the United States District Court for the Southern District of New York (the “Federal Court”) approving the Parking Lot Access Rule (the “Court Order”), are available at www.ibtvote.org.

The Federal Court has approved and ordered the parking lot access rule in each of the supervised IBT International Officer Elections since 1991. On July 17, 2025, the Federal Court again approved and ordered the Parking Lot Access Rule for this Election. *See* the Court Order, attached hereto. In issuing the Court Order, the Federal Court found that the opportunity to campaign in parking lots was necessary to have a fair, free and democratic election, and to promote the objectives of the court-ordered Consent Decree and Final Order in *United States v. IBT*, 88 Civ. 4486 (S.D.N.Y.). The Federal Court has ruled that employers must comply with the Parking Lot Access Rule.

We send this correspondence to notify local unions of the Court Order and ask local unions for their compliance and cooperation with the Parking Lot Access Rule. The scope of the Parking Lot Access Rule in this Election is the same as past IBT International Officer Elections. Please note that the Parking Lot Access Rule is limited in scope. For example, it allows access only in connection with campaign for the 2025-2026 International Union Delegates and

International Officers Election. Employers are permitted to ask for identification from individuals who seek to campaign in a parking lot under the Parking Lot Access Rule. The Parking Lot Access Rule does not give access to any part of the premises other than the employee parking lot.

Please be advised that local unions who are complicit with employers who refuse to allow access as permitted under the Parking Lot Access Rule may be in violation of the Election Rules. See e.g., *Alexander*, 2000 EAD 52 (November 29, 2000); *Teamsters United*, 2015 ESD 27 (August 28, 2015) (union steward interfered with parking lot campaign rights by influencing facility manager to deny access to campaigners).

In past elections many disputes related to the Parking Lot Access Rule arise from a lack of notice, understanding, or confusion about the Parking Lot Rule. Accordingly, attached to this correspondence we provide a copy of a letter to employers providing notice of the Parking Lot Access Rule and ask each local union to send a copy of the letter to every employer under contract with the local union and post a copy of the letter on its local union website. To be clear, this is a voluntary request in the interest of furthering the goal of ensuring a fair, honest, open and informed election and democratic process.

Please contact the Parking Lot Access Coordinator, Joe Childers (859-351-7496, jchilders@ibtvote.org), or the Election Supervisor's Office for help in promptly resolving any issues of parking lot access.

We thank you for your anticipated cooperation on this matter. If you have any questions, please contact the Office of the Election Supervisor.

A handwritten signature in black ink, appearing to read "T. Hillman", written over a horizontal line.

Timothy S. Hillman
Election Supervisor