

OFFICE OF THE ELECTION SUPERVISOR

for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS

1750 K STREET, N.W., SUITE 200

WASHINGTON, D.C. 20006

844-428-8683 TOLL FREE

FAX: 202-807-1074

electionsupervisor@ibtvote.orgwww.ibtvote.org

Hon. Timothy S. Hillman

Election Supervisor

NOTICE TO ALL LOCAL UNION 322 MEMBERS PER ORDER OF THE ELECTION SUPERVISOR

The Rules protect the right of all International Brotherhood of Teamsters members to run for delegate, alternate delegate or International office and to support candidates of their own choosing for those offices. The Rules specifically prohibit any retaliation or threat of retaliation against any member for exercising any right or protected conduct under the Rules, including your right to choose to support or not support any candidate.

The Election Supervisor has determined that Brian Peyton violated the Rules including Article VII, Section 12(g) by retaliating against Dwyane Johnson. Specifically, Peyton removed Johnson from his role and responsibilities as lead organizer in connection with for Local 322's efforts to organize workers at Genesis in retaliation for Johnson exercising his right to campaign and support a candidate or slate of candidates, which is protected activity under the Rules. As a remedy for Peyton's violation of the Rules, the Election Supervisor has ordered him to 1) immediately cease and desist from any further retaliation against Johnson or any other member in violation the Rules; 2) pay a fine; 3) facilitate the reimbursement from Local 322 to Local 822 for payment to Genesis employees for lost work time due to their participation in the organizing activities; and 4) post this notice until January 11, 2026, on all bulletin boards under Local 322's jurisdiction and Local 322's homepage. The fine is remedial in nature and is intended to emphasize the serious nature of the violation and deter further violations of the Rules.

The Election Supervisor issued this decision in *Johnson, 2025 ESD 7* (Oct. 9, 2025), which can be found at: <https://www.ibtvote.org/Protest-Decisions/esd2025/2025esd007>.

Any protest you have regarding your rights under the Election Rules or any conduct by any person or entity that violates the Election Rules should be filed with the Hon. Timothy S. Hillman (Ret.), 1750 K Street, N.W., Suite 200, Washington, D.C. 20006, telephone: 844-428-8683, fax: 202-807-1074, email: electionsupervisor@ibtvote.org.

This is an official notice of the Office of the Election Supervisor. It must remain posted until January 11, 2026, and must not be defaced or covered up.