

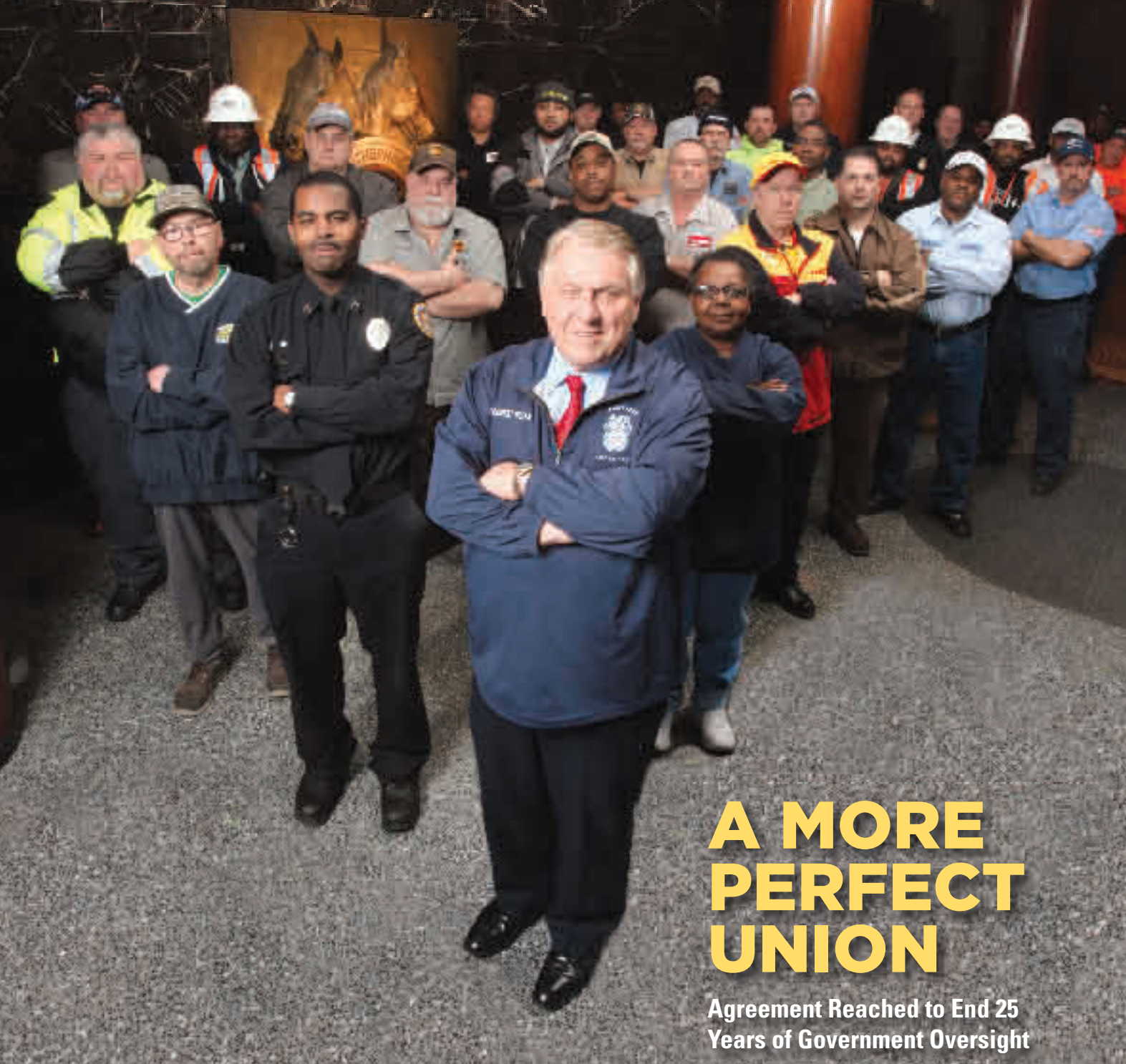
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

APRIL/MAY 2015



TEAMSTER

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A MORE PERFECT UNION

Agreement Reached to End 25
Years of Government Oversight

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ORGANIZING IS THE LIFEBLOOD OF TEAMSTER POWER

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Year after year, media reports on the state of the American labor movement paint a gloomy picture of shrinking membership and dwindling power. With anti-worker lawmakers in Wisconsin forcing through right to work (for less) in yet another state, the mainstream trope about the supposed decline of America's labor unions is unlikely to let up.

But there is another story about labor—the story of the thousands of new workers who are joining unions, especially the Teamsters.

In the last year alone, the Teamsters have made headlines with fresh organizing wins, including freight victories at FedEx and Conway, tech drivers in Silicon Valley, American Airlines passenger service agents, warehouse workers at America's largest food distributors, and much more. New members in the waste and carhaul industries have joined our ranks, along with dairy workers in Wisconsin and drivers supplying major brands like Starbucks and Dunkin Donuts.

More than 1,600 new school bus and transit workers have joined the Teamsters in the past year, adding to the 35,000 workers that have been organized since the inception of our national school bus campaign.

Our union is the most active organizing union in the country, and we continue to bring in new members from core industries.

We know that growing union density in these industries strengthens our collective power to negotiate stronger contracts for all our members. That's why the duty to organize falls on all of us, including the rank and file.

“The more members we have, the stronger we are as a group,” says member organizer Jeffrey Cottrell, a US Foods Teamster in Philadelphia who helped his co-workers in Corona, Calif., become Teamsters last year. We need more member organizers like Brother Cottrell who understand the importance of bringing the benefits they enjoy under a Teamster contract to other workers across the country.

Organizing is the essence of who we are, and it's not just about representation elections. Employers have been doing everything they can to hamper our ability to organize, from worker misclassification schemes to multi-layered contracting. Teamsters are facing these challenges head on with our commitment to long-term battles at the ports, in food processing and beyond.

Like our brothers and sisters fighting for justice at Walmart and fast food chains nationwide, we are using new tactics, legal efforts and strikes to adapt and organize in a changing economy. With our allies in other living wage movements, we are putting income inequality at the center of the national conversation.

There's no denying the setbacks the labor movement has been facing. But in the words of labor icon Mother Jones, “Don't mourn, organize!” Through aggressive organizing, the Teamsters continue to do what we do best: raising workers into the middle class.

James P. Hoffa





Rewarding Academic Excellence

College Scholarships Available to Teamster Sons and Daughters



Children or dependents of Teamster members, who are high school seniors, are eligible to apply for a college tuition scholarship through the James R. Hoffa Memorial Scholarship Fund.

Last year, the fund distributed 500 scholarships ranging from \$10,000 to \$1,000 to students across North America.

The James R. Hoffa Memorial Scholarship Fund was established in 1999 by then-General Secretary-Treasurer Tom Keegel as a way to honor the legacy of former General President James R. Hoffa. Hoffa was a strong believer in the value of higher education and having the opportunity for it extended to include the sons and daughters of Teamster members.

At a union meeting in 1966, Hoffa said, "I cannot help but believe that the hope of the nation lies in the hands of educated youngsters who grew up in a working man's family. Such persons have a deep understanding of other peoples' problems. For one thing, they have seen their fathers and mothers join with others in unions in a sense of cooperation to help one another. Some of our greatest lawmakers have sprung from such a background, and the understanding they took into positions of trust

has resulted in some of this nation's greatest social legislation."

Winners Express Gratitude

"I think that an important thing for high school seniors contemplating going on to college to remember is to have hope and persevere," said Carly Whitcomb, a scholarship recipient whose father is a member of Local 305. "Take heart—there are resources out there. The Teamsters is an organization that takes care of its people."

Another winner who spoke at last year's Unity Conference was Eric Johnson. Johnson's father is a member of Local 480. "Receiving the scholarship was a great blessing and help to my family," he said. "I can't imagine my life without having a college degree and the Hoffa scholarship can help make it a reality."

In 2015, the fund will be distributing \$1 million in scholarships, the highest amount yet.

Although the deadline for this year's scholarships has already passed, current college students are encouraged to submit an essay for the annual Essay Contest. The Essay Contest deadline is June 15, 2015. For more information, visit www.teamster.org or call (202) 624-8988.

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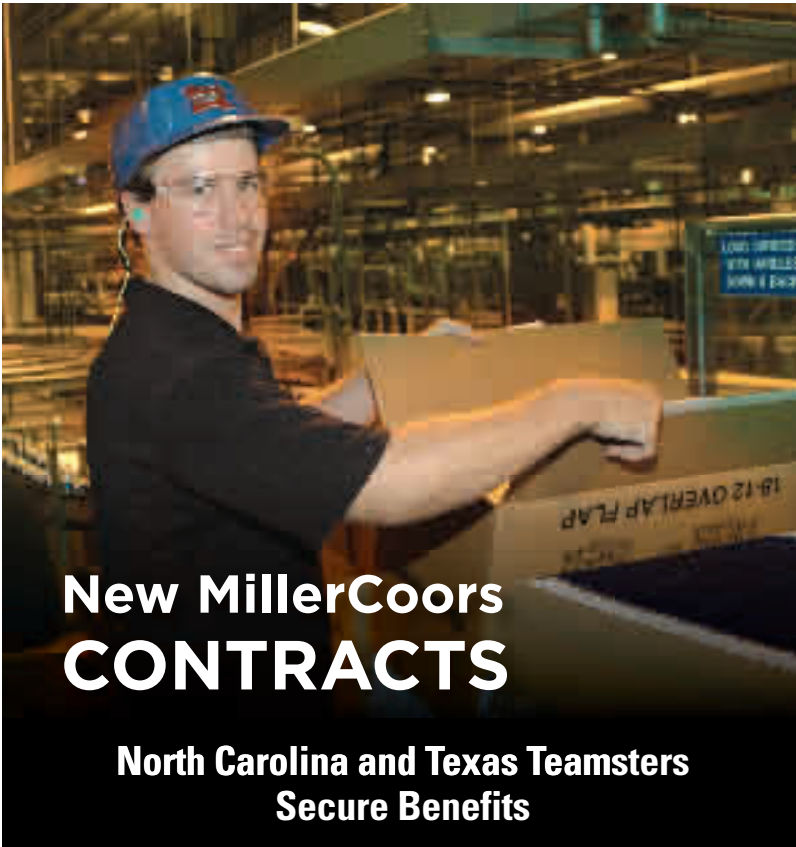
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New MillerCoors CONTRACTS

North Carolina and Texas Teamsters Secure Benefits

Teamsters at MillerCoors breweries in Eden, N.C., and Fort Worth, Texas, have ratified new, three-year contracts. The agreements cover more than 900 workers at the two breweries and provide lifetime retiree health care benefits. Members of Locals 391 and 997 voted to ratify the contracts by 88 percent.

“Our members overwhelmingly ratified these contracts at MillerCoors because they provide stability for their families while they are working and in retirement,” said David Laughton, Director of the Brewery and Soft Drink Workers Conference. “For the next three years, our members at MillerCoors know that their wages and pension benefits are secured and that now their families will be protected after they retire.”

MillerCoors had proposed cutting the union’s seniority system as well as lowering the wage rates in the distribution facilities, but the Teamsters negotiating team fought back. The agreements kept previously hard-won victories in place and increased wages and benefits.

“I am glad to have the pay raises and the good benefits that this new contract provides,” said Travis Mave, a 10-year member of Local 391 who works in the packaging department. “Maintaining our seniority system has been important and we secured that in the new contract, too.”

“The company was anxious to make cuts so we stood our ground. We made sure that there were improvements for both active members at MillerCoors and the retirees who had paved the way before with their long years of service,” Laughton said.



Shippers Port Drivers Ratify First Contract

Increase In Hourly Wages, Benefits Included In Agreement

Local 848 port truck drivers working for Shippers Transport Express in Los Angeles and Long Beach, Calif., have ratified their first collective bargaining agreement. Earlier this year, the drivers voted to join Local 848 in Glendora, Calif., and then immediately began working on a contract.

The contract includes an increase in wage rates by 17 percent, full medical insurance, a defined benefit pension plan, paid leave and a grievance procedure.

“Shippers drivers have a solid new Teamster contract because we stuck together,” said Alfonso Quezada, one of the three Shippers drivers elected to serve on the negotiating committee. “Now I can take my kids to the doctor without worrying how I’m going to pay for it.”

“Teamsters Local 848 is proud to represent Shippers drivers and looks forward to a productive relationship with the company in the years to come,” said Eric Tate, Secretary-Treasurer of Local 848.



Coke Chooses Teamsters Over Anti-Union Distributor

Local 812 in New York has picked up a new account delivering Glaceau products, a subsidiary of Coke, which were previously delivered by Big Geyser. Glaceau's Vitaminwater had comprised more than half of Queens-based Big Geyser's volume but now Coke will deliver Glaceau products using their existing unionized workforce from Local 812.

Last year, Big Geyser workers sought union representation and the company responded with a vicious anti-union campaign.

"They hired armed guards, threatened and fired workers," said Joe Vitta, Local 812 Secretary-Treasurer. "Big Geyser workers earn far less and receive terrible benefits compared to Local 812 members. The company did everything in their power to stop worker efforts to form a union."

"How can you support a company that pays poverty wages and tramples the rights of workers," said Ed Webber, Local 812 President. "We will maintain pressure to ensure that low-road employers do not succeed in the New York beverage market."

The switch for Glaceau products to Teamster distribution is not the first for Coke in New York. Several years ago, Coke closed the nonunion Eastern Container's plastic blow mold machines facility and moved operations into a Local 812-represented facility in Elmsford, New York. Coke provides its union workers with full medical benefits, pensions and top industry pay.

"I see a bright future with Coke," said Local 812 Vice President John Ulrich. "They have a plan and want Teamsters Local 812 to be part of it. These Glaceau products being moved onto our trucks will effectively add hundreds of new union jobs with a good company. That is the sign of a true partnership and this is a defining moment in our longstanding relationship with Coke."

Teamsters Local 812 represents nearly 2,000 Coke drivers, warehouse, and merchandise workers in the New York Metropolitan Area.



Higher Learning

University Unveils First Hoffa Teamster Professor

History Professor Eric Arnesen officially became the first James R. Hoffa Teamsters Professor in Modern American Labor History at George Washington University during a ceremony at the Washington, D.C. school recently.

The installation of Professor Arnesen marks a completion of the vision the Teamsters had when it joined with the university to create the International Brotherhood of Teamsters' Labor History Research Center. The facility houses the union's vast archives dating to before the union's founding in 1903.

General President James P. Hoffa said the naming of an endowed professorship after his father holds significant meaning for him, given his father's own limited education.

"I wonder what my dad would think of it," he said. "My father, a brilliant man, probably went to the eighth grade. And my mother went to the eighth grade. My sister Barbara and I were both the first to graduate college on either side, and we both became lawyers. So it just shows you how far we've come, the humble roots of moving forward. We should take that into account when we talk about educating people about labor and labor history."

Professor Arnesen, an expert in the history of race, labor, politics and human rights, has written extensively about the role African-Americans played in the early union movement. He said a greater understanding of labor's part in history can only be gained through additional education on the subject.

"Young Americans don't see unions. They don't hear about unions," he said. "It is important to have broader public programming, to get those in academia out in the community sharing what we know and what we have studied out to broader audiences. We need to make the labor component part of the broader conversation."

Dr. Steven Knapp, George Washington University's president, called the event a crowning moment both for the university and the Teamsters. The Teamster center at the university, which opened in 2010, is dedicated to the study and exploration of the role that the labor movement played in the development of the United States.



HONORARY RAILROAD ENGINEER

BLET Division 144 Helps Make An 8-Year-Old's Dream Come True

Eight-year-old Jonathan Dockins had a wish to ride over Donner Pass on Amtrak's California Zephyr in the cab of a locomotive. With the coordination of the Make-A-Wish Foundation, Amtrak, Union Pacific and Division 144 of the Brotherhood of Locomotive Engineers and Trainmen (BLET), his wish was fulfilled.

Jon-Jon, as he prefers to be called, was born with a congenital heart defect called double outlet right ventricle (DORV) with pulmonary valve stenosis and he has had 10 heart surgeries and will continue to need more as his body and heart con-

tinue to grow.

In March, Ken Marty of BLET Division 144 in Oakland, Calif., was contacted by the Make-A-Wish chapter out of Sacramento. They asked Marty for the union's help in making Jon-Jon's wish come true. Two hours after sending an email to the CEO of Amtrak, Marty had a response from him: "We will get this done."

Rail Trip Takes Shape

With Amtrak signing off on the ride, Marty and Jason Loger, Local Chairman of Division 144, began working with Make-A-Wish and Amtrak on the planning stages of Jon-Jon's trip, which would include riding Amtrak #6 over Donner Pass.

The trip began on June 20 in Sacramento, where Marty and Loger met Jon-Jon, his father Jamey and mother Dee Dee. A rousing sendoff was held in Sacramento with many well wishers and supporters in attendance for Division 144's Honorary Engineer. Jon-Jon was presented with many gifts, including a locomotive engineer's certificate from Amtrak. Another big hit with Jonathan was a custom-engraved

reverser, which Marty had made for him. The reverser was used to operate Amtrak #6 from Sacramento to Reno.

Division 144 presented Jon-Jon with a BLET hat and jacket, as well as a Lionel train set. The model train was Jon-Jon's No. 2 wish, after riding in the locomotive cab.

Upon arriving at Reno, Jonathan and his family got a limo ride to Virginia City, Nev. Marty and Loger drove to Reno to help host the Dockins family throughout the remainder of the weekend. Jon-Jon then spent the time riding the steam trains and vintage track cars providing fire patrol over the railroad. Sunday night Jon-Jon and his parents were treated to a dinner party at the Nugget Casino in Reno.

On June 23, Matt Parker, Chairman of the BLET's Nevada State Legislative Board, presented Jon-Jon with a proclamation signed by the governor of Nevada, proclaiming June 20, 2014, as "Jonathan Dockins Day." Parker also took Jon-Jon and his parents to the Western Pacific Railroad Museum in Portola, Calif. The Dockins family then flew home that night.





Sysco/US Foods Update

TEAMSTERS APPLAUD BLOCKED MERGER

In an initial victory for Teamsters at Sysco and US Foods, the Federal Trade Commission (FTC) in February sued to block the merger of the country's top two broadline foodservice providers, saying the deal would lessen competition and raise prices for customers across the country.

Sysco and US Foods will face off against the government in federal court in May when a judge hears the government's case for a preliminary injunction to halt the merger.

"We applaud the FTC's decision because this merger is bad for members, customers, consumers and ultimately for the broadline foodservice industry," said General President Jim Hoffa.

Ten states and the District of Columbia joined the suit, which alleges a merged Sysco and US Foods create a "domi-

nant national" player which would own 75 percent of the national foodservice market and a majority of 32 local markets.

"The FTC's suit mirrors what our members have told us from day one," said Steven P. Vairma, Teamster International Vice President and Warehouse Division Director. "We expressed concern about the proposed merger from early on. Our knowledge was informed by the people who understand how these companies work, the warehouse workers and drivers who are the lifeblood of the operations."

The FTC lawsuit underscored growing momentum in the Sysco-US Foods Workers United campaign to protect jobs and grow Teamster density in the foodservice industry.

Teamster locals represent more than 8,200 Sysco mem-

bers and nearly 4,000 at US Foods under 99 collective bargaining agreements. Sysco's December 2013 announcement of plans to purchase US Foods has led to new organizing campaigns from coast to coast.

Sysco said the merger would allow the company to save \$600 million over three to four years, largely through consolidation and "synergies" in its distribution system, raising workers' concerns over job security.

Locals 528 and 41 are in first contract negotiations for new Teamsters units – 423 Sysco warehouse workers and drivers in Atlanta and 43 Sysco city drivers in Kansas City, Mo.

"This is such an important achievement for me, my co-workers and our families," said Lennie Ransby, a nine-year Atlanta Sysco driver.

"With everything that is happening at Sysco, we need union representation, and I'm happy today because now we have it."

At US Foods, Local 63 ratified a first contract for 75 warehouse workers in Corona, Calif., in mid-March. Local 107 is negotiating for a new unit of four mechanics in Bridgeport, N.J., in addition to the drivers and warehouse workers already under contract at that site.

At a Warehouse Division meeting for Sysco and US Foods locals following the FTC announcement, Hoffa urged locals to seize the moment.

"Let's show Sysco and US Foods and any companies in this industry that we speak with one voice, that we move and work together as one, that they will not be able to take us on one at a time now or in the future," Hoffa said.

THE JAMES R. HOFFA
MEMORIAL SCHOLARSHIP FUND



2015

ESSAY CONTEST



ESSAY TOPIC:

*What impact would an
increase in union membership
have on the U.S. economy
and the middle class?*

For an application, contact your Teamsters
Local Union office or visit www.teamster.org

Deadline for submissions is **June 30, 2015**

*For students attending a community college, 4-year institution
or a technical/vocational program, age 23 and younger, who
are the son, daughter or financial dependent of an eligible
Teamster Member Relation (as defined in the application).*



Rail Yard Workers Join Local 776

Local 776 is welcoming to the Teamster fold workers at Intermodal Services of America who work at the Rutherford Rail Yard in Harrisburg, Pa.

Workers there overwhelmingly decided to join the union by a resounding 38-1 vote, sending a strong message that they are united in organizing with the Teamsters and negotiating a strong contract.

“We’re thrilled to welcome our newest members to the Teamster family and we look forward to addressing their issues at the bargaining table so they can enjoy the benefits of a strong Teamster contract,” said Local 776 President Edgar Thompson.

Workers at the rail yard unload containers off of freight trains. They include crane operators, jockeys, mechanics and gate clerks. There are 48 workers in the bargaining unit.

“I congratulate these workers on their vote and am glad to have them a part of America’s strongest union,” Teamsters General President James P. Hoffa said. “United together, we can do great things for workers.”



In Memoriam:
CLARA DAY

Longtime Member and Activist Remembered by Teamsters

The International Brotherhood of Teamsters is saddened to announce the death of longtime member and union activist Clara Day.

Clara Day's contributions to Teamster history are truly memorable. She battled both race and gender stereotypes on her way to attaining leadership positions with Local 743 in Chicago and in the community.

She was born in Tuscaloosa, Ala., in 1924 and was the middle child of George and Belle Taylor. Day came from a large family with 11 children, including three sets of twins. Coming from a large family would be a benefit for Day years later as it gave her important skills as a coalition builder during her time as a Teamster.

She married young and moved to Chicago with her new husband. Taking a job as information clerk at Montgomery

Ward in 1947, she began noticing a variety of injustices to workers—including the strict segregation of white and black employees.

She decided to change the workplace. She became active in an organizing campaign with the Teamsters. She and another co-worker, Robi Jubiter, became a force to reckon with in that campaign.

She joined Teamsters Local 743 in 1955 after successfully helping to organize more than 3,000 employees. Shortly thereafter, she was brought onto the staff of Local 743 to represent the same workers she had helped bring to the union.

In 1976 she was elected to the Local 743 Executive Board and served as Trustee and Recording Secretary for more than 20 years.

While a business agent, Day also served as Director of Community Services for

Local 743. She was a liaison to members and their families providing information on a broad range of public and private services, as well as educational opportunities in the community.

“Clara Day took her vision for community service, civil rights and women's rights and made them the union's vision. She was strength, she was action, she was gentility and she was class. Best of all, she was a Teamster,” said Jim Hoffa, Teamsters General President.

She was a powerful voice in support of the civil rights movement. She served with distinction on numerous boards, committees and commissions, both public and private, with the mission of making equal rights and justice a reality for women and minorities.

She was appointed to serve on Chicago's Human Rights Commission and soon was



a leading member of the group. When she tried to resign at one point, citing duties at the local, her request was denied by then Chicago Mayor Richard Daley. “I can appoint a new member to a commission anytime if needed, but where would I ever find another Clara Day? That’s the question,” he said.

Day’s proudest achievements included serving as a founding member of the Coalition of Labor Union Women (CLUW) in 1974 and leading a delegation of her union members in the historic March on Washington in the company of Dr. Martin Luther King Jr. in 1963.

Day was very active in the battle to pass the Equal Rights Amendment for women and was named as a spokesperson for women’s issues and other topics related to social justice. “Call Clara Day, that’s what you do if you want to get involved and make a difference,” said Gloria Steinem, Women’s Rights Activist and Co-Founder of CLUW, during an interview on the Phil Donahue Show in 1979.

Day loved working to improve people’s lives and had great compassion for those around her.

She did not seek the limelight for herself, in fact often was uncomfortable when attention fell on her.

She preferred to use her skills, her heart and her strong bonds with the union, the community and leaders of the day to raise others up and shed light on the darkness of injustice.

Day was a founding member of the Teamsters National Black Caucus in 1976 and was honored for her contributions in August 2000.

In 2008, the Teamsters Union published “Clara Day: A Teamster’s Life” as part of the Teamster History Collection.



Remembering “Mr. Cub” Ernie Banks

*Local 743
Had Star Organizer*

The Teamsters Union is mourning the passing of “Mr. Cub” Ernie Banks, who served as a Teamster organizer in the off-season. Banks passed away on Jan. 23, 2015.

Baseball Hall of Famer Banks was always a favorite with Chicago Cubs fans during his 19-year career—and with Chicago Teamsters. Banks, noted for his friendly, down-to-earth disposition, excellent all-round play and his powerful home runs, also put his skills to use for the union.

Banks served as an organizer in the off-season at Local 743 for a number of years, focusing his efforts on warehouse and mail order workers in the Chicago area. Banks also served as advisor for the sports program at Local 743, which as you might guess had a heavy emphasis on baseball.

Banks was spotted by the Cubs when playing for the Kansas City Monarchs of the Negro American League and signed to a major league contract with the team in 1953. Banks was chosen to play in the All-Star Game during 11 seasons, was twice voted the National League Most Valuable Player and hit 512 home runs during his time with the Cubs.

Chicago Teamsters turned up at Wrigley Field in droves and proudly cheered for their fellow member on Ernie Banks Day in 1964. It was just one occasion for Teamsters to show support for Banks, whose love for the game prompted his signature phrase, “Let’s play two!”



Teamsters Mourn Robert Morales

*Dedicated Leader Served as First
Director of Solid Waste Division*

Teamsters throughout the country are mourning the death of Robert Morales, Secretary-Treasurer of Local 350 in Daly City, Calif., who also served as the first and only Director of the union’s Solid Waste, Recycling and Related Industries Division. Morales died January 26, 2015.

Morales also served as Secretary-Treasurer of Joint Council 7 and as a committee member for various trusts and PACs as well as past member on numerous boards and commissions.

“Bob Morales was a dedicated Teamster and labor leader for decades, helping to lift up workers at his own local and workers throughout the United States,” said Teamsters General President Jim Hoffa. “He had years of experience bargaining and organizing, as well as inspiring Teamsters across the country, which is a major reason why I appointed him to serve as Director of the new Solid Waste, Recycling and Related Industries Division in September of 2006. He will be sorely missed, but his legacy lives on.”

Morales’ friend of 37 years, Ernie Yates, former Secretary-Treasurer of Local 665 in San Francisco, said Morales was made from a “special mold.”

“He was so dedicated to our movement. We talk about being available 24-7, but Bob actually lived it. He built a political base that enabled him to reach out to elected officials. Bob was the man who would come in to help and he would get it done,” Yates said.



TEAMSTERS NEGOTIATE END TO 25 YEARS OF GOVERNMENT OVERSIGHT

After decades of hard work, the Teamsters Union and the U.S. Attorney for the Southern District of New York reached an agreement in January to settle a 1988 lawsuit brought by the government against the union. Chief Judge Loretta Preska approved the agreement on February 17, 2015.

“Today is a new day for our great union,” Teamsters General President Jim Hoffa said. “When I took office in 1999, I pledged that we would run a clean union, that corrupt elements would never have a place in the Teamsters Union. I also promised that we would ensure that every rank-and-file Teamster have a direct voice in electing the union’s International officers. After 15 years, we have accomplished these goals.”

In 1989, the Teamsters union settled the lawsuit by agreeing to a consent decree. The purpose of the consent decree was to remove corrupt influences from the Teamsters by establishing direct elections of union officers and establishing an independent disciplinary process for rooting out corrupt elements in the union.

Enshrining Democracy

At the 2001 International Convention, Hoffa successfully led the effort to enshrine the principles of one-member-one-vote into the union’s constitution through the “Democracy Package.” This agreement codifies those constitutional changes.

By agreeing to end the lawsuit, the government acknowledges that there has been significant success in eliminating corruption from within the Teamsters.

The agreement establishes a new procedure for independent investigation and oversight of internal disciplinary matters and guarantees democracy in the future.



Transformation

The union has argued that it has gone through a striking transformation since the consent decree started in 1989.

“Think about all the administrations this went through: Reagan, Bush, Clinton, Bush and Obama,” Giuliani said to the New York Times, adding, “I think the Department of Justice accomplished everything you could possibly accomplish.”

Vigilance

The Teamsters Union will remain vigilant in protecting rank-and-file members and the union from anyone who would try to corrupt it or harm members. But the union’s mission is far from complete.

“Working men and women everywhere are working harder than ever

“Under Jim Hoffa and the Teamster leadership, the union has made significant strides in self-governance. In addition, no organization should have to endure the harsh and expensive oversight that has been imposed on the Teamsters. I think that this is long overdue,”

—Fmr. Rep. Pete Hoekstra (R-MI) to the Detroit News

“After a quarter-century of government oversight, the union’s rank-and-file members and duly elected officers should be allowed to reclaim control over their union’s affairs,” lawyers for the Teamsters wrote in court filings.

The suit was originally brought by then-U.S. Attorney Rudolph Giuliani, who agrees that government oversight has gone on long enough.

before and their paychecks don’t seem to go far enough. We must reach out to our brothers and sisters who have no voice on the job and help them get their piece of the American dream,” Hoffa said. “So let’s do what we do best—let’s roll up our sleeves and get to work. Let’s do it together, and tell people how proud we are to be members of the greatest union in the world—the Teamsters Union!”

KEN HALL RALLIES TEAMSTERS IN WEST VIRGINIA



TEAMSTERS VOW TO FIGHT LAWMAKERS' ANTI-WORKER AGENDA

Teamsters General Secretary-Treasurer Ken Hall delivered a rousing speech to thousands of rallying protesters in his home state of West Virginia in March, urging workers to continue their fight against the legislature's anti-worker agenda currently being pushed by state lawmakers.

Thousands of union members came out to show their support and stand shoulder-to-shoulder in solidarity with their brothers and sisters in the labor movement, including more than 1,000 Teamsters.

What made the event extraordinary was that, despite a full foot of snow falling the night before, frigid temperatures on the day of the rally and many in the surrounding area without power due to the weather, thousands of people still showed up to make a stand for the middle class.

"The working people of West Virginia deserve better from our politicians, and we won't sit back as out-of-state interests try to strip us of our bargaining rights, drive down our wages and weaken job protections," Hall said to the packed crowd. "All workers deserve dignity and respect, and that's why Teamsters across the country will be standing with West Virginians to stop this horrible assault on workers."

In the end, the West Virginia legislature shelved the right-to-work legislation for the year, giving the working families of the state a much-needed victory.



Assault on Workers

Hall was joined by other national labor leaders including: National AFL-CIO President Richard Trumka, United Mine Workers President Cecil Roberts, American Federation of Teachers President Randi Weingarten and National Education Association President Lily Eskelsen Garcia.

Right to Work Passes in Wisconsin

Gov. Walker's Attempts to Weaken Middle Class Continue

Teamsters from across Wisconsin condemned Gov. Scott Walker's decision to sign a right-to-work bill into law despite widespread opposition to the legislation. Wisconsin Teamsters joined with other labor unions to protest the passage of the bill in the senate and assembly, participating in the more than two weeks of protests that took place outside the state capitol in Madison.

With Walker signing the bill into law, Wisconsin became the 25th state to adopt right-to-work laws, furthering the agenda of right-wing special interests whose only goal is to weaken unions.

"Gov. Walker has done a great disservice to every working man and woman in the state of Wisconsin today," said Wayne Schultz, President of Joint Council 39 in Milwaukee. "This fight does not end today—we will continue to fight in any way we can to rid our state of this destructive law."

The right-to-work legislation was fast tracked through the senate and assembly due to the efforts of the Koch brothers and their anti-worker allies who are working behind the scenes in states across the country to pass these destructive laws.

"We must all continue to be engaged in the political process so we can keep the fight alive," said Bill Carroll, political liaison for Joint Council 39. "We have the power of numbers—every working man and woman and every union member in Wisconsin must stand together to stop the continued erosion of our rights and our way of life by outside special interests."



Union leaders thanked West Virginia workers for their efforts to form a united voice in opposition to lawmakers seeking to establish right-to-work legislation, roll back coal mine safety protections, lower the prevailing wage and diminish public education.

"I've always believed what's bad for one union is bad for all unions. Fortunately, workers were ready for this fight months in advance throughout the legislative session," said Gary Legg, a member of South Charleston, W.Va.-based Local 175, noting that Teamsters joined with miners, teachers and building trades members throughout the session as part of a shared fight to stop this harmful legislation.

"We have fought too hard and too long in the struggle for workers' rights to become a right-to-work state. It's time for delegates to realize that West Virginians don't support this agenda. The assault on workers this session is bad for working-class families and it's bad for our economy. It's an assault on the entire state," Hall said.

At the rally, volunteers also registered new voters while speakers talked about electing better legislators for the state's next legislative session.

Though the right-to-work bill is dead for the year, the legislature has asked for additional study on the issue. Expect it to come back up in the 2016 legislative session.



TEAMSTERS ON THE MOVE

ORGANIZING IN EVERY INDUSTRY



Whether it's parking workers in Boston, or dairy workers in Wisconsin, or drivers in California who shuttle Facebook employees, thousands of workers across the United States have taken the bold step for a better life by joining the Teamsters.

"We are faced with a growing crisis of income inequality in this country and while our elected officials stumble to address this issue, thousands of workers are taking matters into their own hands by becoming Teamsters," said Jim Hoffa, Teamsters General President. "Employers are full of empty promises, but the workers who are organizing know that the only true security comes with Teamster contracts."

In many cases, employers wage anti-worker, anti-union campaigns, but the workers are standing united in their quest for a better life.



“We have wanted this for so long,” said Luis Garcia, a driver for the past 11 years at WCA Waste Corp. in Houston, who voted to become a Teamster in November. “We want fair hourly wages and fair working conditions and the proper training and equipment so that we can do our very dangerous job safely.”

Organizing On the Move

The Teamsters are on the move, with key victories in core transportation industries—freight and carhaul. In freight, workers at four FedEx Freight locations and three Con-way locations became Teamsters, adding 600 new freight members. The nationwide campaign continues.

In another core industry, carhaul, a group of 240 workers at Selland Auto Transport across the West joined the union.

The Teamsters are organizing in every industry.

In warehouse, the Teamsters had two big victories at food-service giant Sysco, adding 500 new members, and a big win at Americold, with 133 workers joining the union.

Nearly 500 paratransit drivers and garage attendants in Chicago voted to join the Teamsters, followed by about 100 dispatchers and service reps at Cook DuPage Transportation.

School Bus and More

The union’s school bus campaign is going strong, with hundreds of workers joining the union, including 104 at Paige Bus Enterprises in Chicago and 113 workers at

First Student in Maryland, and 93 at First Student in Flint, Mich.

In food processing, 459 workers at Saputo, a cheese production facility in Wisconsin, voted 367 to 79 to become Teamsters. Also, the fight for justice for workers at Taylor Farms continues.

In a joint effort with CWA, the Teamsters will be representing 1,300 new passenger service professionals at the newly merged American-US Airways.

In waste, 130 workers at WCA Waste Corporation in Houston voted 90 to 28 to be Teamsters.

This list doesn’t include the many smaller victories the union has had, which are all important in the goal to grow the Teamsters Union. One of these got lots of media attention—it was the 87 drivers at Loop Transportation who shuttle Facebook employees to and from the company’s headquarters in Menlo Park, Calif.

“Workers continue to struggle in this country and it’s gotten worse over the years, so these workers are standing up, sticking together and fighting for a more secure future as Teamsters,” Hoffa said. “It’s not easy standing up to the boss, but these workers are courageous, focused and determined to not fall further behind. They are truly working class heroes.”

Standing Tall in Texas

They say “Don’t Mess With Texas,” but that slogan could also apply to waste workers who recently joined the Teamsters despite the company’s vicious anti-worker campaign.

Workers at WCA Waste Corporation in

Houston, who are seeking fair wages, job security and safer working conditions, voted in November 2014 to join Local 988.

In doing so, the group of 130 drivers, helpers and general laborers became the only unionized private sector waste haulers in Texas.

“For far too long this group of workers, primarily immigrants and Spanish speakers, as well as African-Americans, have struggled to achieve the American dream because of the company’s abhorrent policies and working conditions,” said Robert Mele, President of Local 988 in Houston. “We will work hard to negotiate a contract that addresses the workers’ concerns.”

Mele praised the workers for standing united despite the company’s anti-worker campaign.

“I would like to personally thank the Teamsters Organizing Department for the hard work that has been put into WCA’s organizing campaign over the last few months. Without the skills of their organizers, these workers would have never been able to withstand such a vicious anti-union campaign,” Mele said.

The late Robert Morales, who at the time was Director of the Teamsters Solid Waste, Recycling and Related Industries Division, praised the WCA workers.

“Texas is a right-to-work state and we saw how the recent election went, with pro-worker candidates suffering defeat, so this victory is especially rewarding,” Morales said at the time. “These workers will finally have the respect and dignity they deserve—as Teamsters.”





Teamster Freight Power

A group of 74 drivers and dockworkers at Con-way Freight in Miami Lakes, Fla., voted last December to join Local 769 in North Miami.

“The Con-way workers have taken a bold step to improve their lives and have a more secure future as Teamsters,” said Mike Scott, President of Local 769. “As we have seen across the country, the company spent lots of money to wage a vicious anti-worker campaign, but the workers remained strong and united and didn’t let management’s bullying get to them.”

The victory followed two earlier ones at Con-way: On September 12, 2014, a group of 113 drivers and dockworkers at Con-way Freight in Laredo, Texas, voted to join Local 657. On September 23, 2014, a group of 44 workers in Vernon, Calif., voted to join Local 63.

“We work hard to make this company successful, and we want fair wages, better benefits and working conditions, and a pension,” said Emiliano Najera, a driver. “We deserve to be treated with respect and dignity for doing a good job every day.”

Numerous campaigns at Con-way and FedEx Freight are under way, and the Teamsters Union is committed to helping the drivers win a more secure future.

The workers’ campaigns to join the Teamsters have already paid off. After organizing got under way at Con-way, the

company announced it would increase truck driver pay by \$60 million in 2015, among other improvements. At FedEx Freight, the company announced an 80-cent-per-hour raise a few days after Local 107 in Philadelphia filed for an election, and the company got rid of its overly punitive driver scorecard, which gives drivers infraction points for errors.

“Our campaigns at Con-way and FedEx Freight will continue to roll because the workers know that they need to get the company’s promises in writing in a binding contract,” said Tyson Johnson, Director of the Teamsters National Freight Division.

Starbucks Drivers Vote Teamsters YES!

In a major organizing win for Boston’s Local 25, drivers and helpers at DPI Specialty Foods voted to join the local in an election in January 2015. The workers, who supply all Starbucks stores in New England and upstate New York, voted 37-5 in favor of Teamster representation. There are 44 workers in the new bargaining unit.

Drivers and helpers at DPI sought Local 25’s support in late 2014 in an effort to address concerns with employee health care costs, which the company recently raised by 8 percent. Workers are also con-



cerned with pay. Many are paid for a 10-hour workday but typically work 12-14 hour days.

In response to their organizing drive, the company hired union-busting consultants but the workers held strong for the Teamsters.

“We are very excited to join Local 25. Finally, we will have a voice in the workplace and the ability to address the issues and working conditions that matter to us most,” said Mike Anzalone, a DPI driver.

Local 25 will negotiate with the company to address the workers’ issues.

“This was a hard fought victory for DPI workers with Teamsters Local 25 working with the International to ensure that these workers get the benefits they deserve,” said International Vice President and Local 25

President Sean O’Brien. “We’re thrilled to welcome our newest members to the Teamsters Local 25 family.”

Dunkin’ Donuts Drivers Seek Fairness

By a 2-to-1 margin, approximately 30 drivers who make deliveries to Chicago-area Dunkin’ Donuts restaurants recently voted to join Local 734.

The new Teamsters are employees of G2K Logistics, a distribution company exclusively servicing Dunkin’ Donuts from a 100,000-square-foot production facility in Bedford Park, Ill. Nearly 300,000 donuts are prepared every day at the centralized bakery in Chicago’s southwest suburbs, before being loaded onto trucks bound for 300 area Dunkin’ Donuts locations.

“The Teamsters tip our caps to the hard-working drivers at G2K Logistics, who stood strong against an internal anti-union campaign to vote yes for Teamster representation,” said Brian Meidel, President of Local 734 and Recording Secretary of Joint Council 25. “The majority of these workers are on third shift, making early morning deliveries to hundreds of restaurants. They didn’t want to see their hard labor wasted, and they’ve proudly united for respect and fair working conditions.”

Though some of the chain’s locations in other parts of the country still make their own donuts on-site, most Dunkin’ Donuts franchises in Chicago have begun using the Bedford Park bakery. The G2K Logistics delivery drivers are working with Teamster representatives in preparation for negotiating their first union contract.

Scott Kunz, Secretary-Treasurer of Local 734, said the Teamsters are looking to improve wages and benefits for the drivers, while strengthening work rules and overall job security.

Local 734 represents thousands of delivery drivers in Chicago’s bakery industry, including employees of Sara Lee, Entenmann’s, Bimbo Bakeries and Alpha Baking. Local 734 is an affiliate of Teamsters Joint Council 25.

Success at Sysco

With a potential merger looming between two of the largest food service suppliers in the nation, the Teamsters are complementing an aggressive defense of union jobs with aggressive organizing. The union capped off 2014 with a major organizing victory among drivers and warehouse workers at Sysco in Atlanta. Workers voted more than 60 percent in favor of Teamster representation, bringing 423 new members into Local 528.

“This is a huge victory for the workers and it shows that they are determined to have a collective voice on the job,” said Maurice Cobb, President of Local 528. “Sysco is a tough employer with a long history of fighting its workers’ efforts to form a union. But these drivers and warehouse workers stood up against the company’s very aggressive anti-union campaign and consultants. We look forward to negotiat-





ing a strong contract for them that secures fair treatment and job security at Sysco.”

The big win in Atlanta came as the Federal Trade Commission continued its review of the proposed merger between Sysco and US Foods, where the Teamsters represent 12,000 members. With the \$3.5 billion transaction possibly putting workers’ jobs at risk, Teamsters at both companies are taking action to protect jobs while their nonunion coworkers seek the security of a union contract.

“Our best bet for saving jobs and improving our lives during a possible merger with US Foods is having a Teamster contract. That’s why we voted overwhelmingly in support of the union here in Atlanta,” said Steve Bidy, a Sysco warehouse worker.

The new bargaining unit in Atlanta includes Sysco drivers, warehouse workers, fleet and facility maintenance employees and shuttle yard drivers. They joined the Teamsters to address unfair work rules and concessions to the company.

“After so many years of unfairness and a lack of job security, it feels great to finally have the Teamsters representing us,” said Curtis Duncan, a Sysco driver in Atlanta. “Especially in this time of uncertainty at Sysco, I definitely encourage drivers and warehouse workers throughout the country to get on board and join the union.”

Just one month ahead of the victory in Atlanta, another 43 Sysco warehouse drivers in Kansas City, Mo., joined Local 41. The drivers, who are especially concerned about job security, voted nearly 65 percent

in favor of Teamster representation.

“Drivers in Kansas City voted for Teamster representation to have a voice and job security at Sysco. We are ready to negotiate a strong contract that addresses drivers’ concerns,” said Local 41 President Victor Terranella.

“Sysco and US Foods workers are building a movement to defend jobs,” said Steve Vairma, International Vice President and Director of the Teamsters Warehouse Division. “These workers are joining the Teamsters in the face of a potentially dangerous merger because we are leading the fight to save and improve workers’ jobs at both companies.”

Roma Drivers Win Big

In another win for warehouse workers, distribution drivers at Roma Food voted 68-15 in favor of joining Local 630 in Los Angeles in November 2014. The overwhelming support for Teamster representation was rivaled only by the turnout: 83 of the 84 drivers in the bargaining unit voted in the election.

The predominantly Latino group of drivers haul goods for Roma, a division of Performance Food Group (PFG), one of the largest private companies in the U.S. The drivers approached the Teamsters seeking a contract that addresses disrespect, long hours, heavy workloads and a lack of job security.

“This is a significant victory for industry standards on the West Coast and for the drivers at Roma Food,” said Ernesto Lopez, Secretary-Treasurer of Local 630. “We are proud of these driv-



ers for their courage and we look forward to negotiating a contract that raises them to the standards other Teamsters enjoy in the industry.”

PFG is a major competitor of Sysco and US Foods, where Teamster labor contracts set some of the highest standards in the warehouse industry.

“PFG has been a threat to the high standards enforced by the Teamsters at its competitors, including Sysco and US Foods, where many workers enjoy the security of a union contract, higher wages and better benefits. This victory means more security for our members throughout the industry,” Lopez said.

Despite heavy pressure from the company’s anti-union consultants, a strong committee of drivers held their co-workers together.

“We felt disrespected by the company, but now we feel vindicated. Now that we are Teamsters we can get the respect we deserve as workers and as human beings,” said Roma driver Carlos Escobar.

Facebook Drivers “Like” Teamsters Drivers who shuttle Facebook employees

to and from the company headquarters in Menlo Park., Calif., voted in favor of representation by Local 853 in San Leandro, Calif. Working with community coalitions isn’t new to the Teamsters Union, and the tactic was used successfully in this campaign.

The 87 drivers, employees of Loop Transportation, organized to improve their working conditions, including low pay and an abusive split shift schedule.

“The only way that Loop will listen to us is with a union and a collective voice. I’m very relieved that we have that now,” said Demaurae Hooston, a driver.

Loop Transportation is one of a number of operators that Silicon Valley companies contract with to provide transportation for their employees.

“These companies need to step up and stop demanding the lowest bid contract. They need to all agree to pay their contractors an amount that allows the union to negotiate for decent wages and benefits. Of all the industries in the world, the tech industry can afford to compensate those that help make them successful,” said Rome Aloise, International Vice President and

Secretary-Treasurer of Local 853. “We’re ready to get to work at Loop to help these drivers better their lives and the conditions they face at work.”

The effort of Facebook drivers to organize a union drew attention from all over the world. Drivers are forced to work split shifts, often waiting six hours in between picking up and dropping off Facebook employees—all unpaid. The drivers often start work at 6 a.m. and end the day at 9:45 p.m.

“We can’t continue 16-hour days, having drivers sleeping in the cold in their cars while we wait five hours to be able to start our next shift. It’s inhumane,” said Cliff Doi, a driver. “With our union, we can find solutions to these problems.”

Teamsters held a rally outside Facebook’s campus in Menlo Park where community, political and religious leaders demanded that Facebook respect the rights of its bus drivers to organize a union without interference.

“These drivers are part of the invisible work force that makes Silicon Valley run,” said Derecka Mehrens, Executive Director of Working Partnerships USA, a community group that participated in the rally.



Justice



“They are members of our communities that work hard every day, but live in poverty, and the business model of tech companies like Facebook counts on that. Tech companies write the checks to sub-contractors who hire these drivers and the thousands of other service workers who make these tech giants able to function. They need to set the standards, too, and say ‘no’ to poverty jobs.”

The delegation delivered a petition containing thousands of signatures, calling on Facebook to stop condoning anti-worker, anti-union behavior by Loop Transportation. Facebook refused to accept the petition when it was delivered.

In a letter to Facebook CEO Mark Zuckerberg, Aloise wrote, “This is reminiscent of a time when noblemen were driven around in their coaches by their servants. Frankly, little has changed; except the noblemen are your employees, and the servants are the bus drivers who carry them back and forth each day.”

Following this organizing victory, drivers who transport employees for six big Silicon Valley companies voted overwhelmingly on Feb. 27 in favor of representation by Local 853. The 158 full and part-time drivers—employees of Compass Transportation—shuttle Apple, Yahoo, eBay, Zynga, Genentech and Amtrak workers to and from work and home.

Steely Resolve Leads to Victory

Workers at TCT Stainless Steel in Sterling Heights, Mich., voted in January to join Local 283 in Wyandotte, Mich. Of the 17 workers in the bargaining unit, 12 voted for Teamster representation.

It was not the first time TCT Stainless workers, who process coil and strip steel for customers, sought help from the Teamsters. The workers first approached the union in 2013, seeking better benefits, improved working conditions and seniority rights at the Michigan facility. They lost that election by just one vote, but they didn’t give up.

“This has been a long, hard-fought effort for these workers to win Teamster representation,” said Local 283 Business Agent Mike Finegan. “The workers withstood a lot of opposition from the company but are proud to finally call themselves Teamsters.”



After they lost the first election, workers watched the company break its promises to improve conditions at the facility. So they went back to Local 283 for help.

The company waged an aggressive anti-union campaign during both organizing drives, bringing in outside consultants to beat back the unionization effort. After the workers won the recent election by a landslide, TCT retaliated by temporarily laying off almost half of the workforce.

All workers are now back on the job and the union is preparing to bargain with the company.

“We are proud to represent our new members at TCT Stainless Steel, addressing their issues at the bargaining table so they can finally enjoy the benefits of a Teamster contract,” said Local 283 President Steve Hicks.

Battalion Chiefs Choose Teamsters

Controlling and extinguishing fires depends on skilled teamwork—the type of team that can stand up to major obstacles and will rally around each other when there is a need.

Fire department battalion chiefs in Anne Arundel County, Md., the men and women who direct a fire crew, recently voted unanimously to join Local 355 in Baltimore to gain strength on the job.

“Though we have had success defending our contractual rights, we have had limited resources to pursue some is-

ues,” said Michael Smith, former president of the Battalion Chiefs Association and new member of Local 355. “We are a unit of 17 members, unconnected and without access to the advice and resources of a larger labor organization, and the county knew it.”

Smith has been with the Anne Arundel County Fire Department for 25 years, moving up the ranks from firefighter to his current position as battalion chief.

“We’re happy to have this group join our ranks,” said Dan Taylor, a business agent with Local 355. “I think we’ll have a great working relationship and we look forward to positive negotiations.”

The group organized three years ago as an independent association, but decided in September 2014 to seek the umbrella of a larger union that could provide the experience and assistance they need to continue to negotiate and enforce their contract.

The battalion chiefs join thousands of other public safety professionals across the U.S. who are part of the Teamsters Public Services Division.

“Along with the police officers, correctional facility employees and deputy sheriffs, fire fighters put themselves at risk frequently and are true community heroes,” said Michael Filler, Director of the Public Services Division.

“We are thrilled to be with the Teamsters,” said Smith, pleased that his group showed their unanimous agreement at the ballot box.



Teamsters Honor 50th Anniversary of Bloody Sunday

Teamsters March in Selma...AGAIN





On March 25, 1965, Viola Liuzzo was gunned down in Alabama by four Ku Klux Klan members. The wife of Anthony Liuzzo, a business agent at Teamsters Local 247 in Detroit, was returning from shuttling voting rights marchers to the Montgomery airport after finishing the famous civil rights march from Selma.

The march that ended that day was actually the third march that month. The first ended abruptly

in Selma as protesters were attacked by local police as they crossed the Edmund Pettus bridge. The brutality was captured by the news media and led thousands of civil rights supporters, including Liuzzo, to converge on Selma and join Dr. Martin Luther King Jr. for the next two marches.

Teamsters from across the nation gathered in Selma on the weekend of March 7, 2015, to mark the 50th anniversary of what became known as “Bloody Sunday.”

The Teamster contingent was headed by International Vice Presidents Al Mixon and Ferline Buie, International Trustee Ron Herrera and the Teamsters Human Rights Commission, led by Chairman Antonio Christian. Hundreds of Teamsters, including BMWED and BLET members, joined President Barack Obama and tens of thousands of fellow marchers to mark the occasion.

In addition to participating in the Bridge Crossing Jubilee, the Teamster group was joined by two of Liuzzo’s daughters and members of the Southern Christian Leadership Conference at the memorial marking the site of Liuzzo’s murder on Highway 80 near Montgomery.

“A Significant Role”

“The Teamsters played a significant role in supporting the efforts of Dr. King and the entire civil rights movement,” said Mixon, who also serves as President of the Teamsters National Black Caucus. “To gather in Selma 50 years after these historic events and honor those who put their lives on the line is truly moving, especially getting to spend time with the family of Viola Liuzzo, who gave her life for the civil rights movement.”

In fact, thousands of Teamsters also participated in the 1963 March on Washington. Further, the Teamsters, under the leadership of then-General President James R. Hoffa, donated more than \$200,000 (adjusted for inflation) in support of civil rights organizations.

“I’m proud to be part of an organization that has helped lead the fight for equality for all,” said Buie.

President Obama addressed those in attendance, stating “If Selma taught us anything it’s that our work is never done.”

“We can never forget those who gave their lives for the betterment of all mankind,” said Christian. “We honor their sacrifices and recommit ourselves to improving the lives of workers throughout our nation and across the world.”



TEAMSTER HERO



LOCAL 416 MEMBER HELPED SAVE TENS OF THOUSANDS OF REFUGEES FROM ISIS

Every day in every part of the country, Teamsters do heroic deeds, but Jerry Winkler's story and that of his fellow airmen is extraordinary.

Winkler, who serves in the Air Force Reserves, is a member of Local 416 in Cleveland. He works for a contractor as a "switcher," responsible for moving tractor-trailer rigs around the Ford Cleveland Engine Plant 1 in Brook Park, Ohio. He has worked at the plant since October 2011.

Winkler served in the Army during the first Gulf War in 1991, and was deployed by the Reserves from May 2 to Sept. 15, 2014. He serves as a jet engine mechanic on C-130 Hercules transport planes. During the recent deployment, his 110-airman unit, the 910th Maintenance Group, provided support to various military installations in southwest Asia.

Saving Lives

It was the group's work in Iraq that is noteworthy. In the Mt. Sinjar area of Iraq, Winkler and his fellow airmen helped deliver tons of food, water and other supplies to the Yazidis, a Kurdish community. They also provided security for the Yazidis against the Islamic State of Iraq and Syria (ISIS), and helped remove refugees from areas where they would be killed by ISIS. In Amiril, Iraq, the unit provided food, water and weapons to the Kurds to halt the advance of ISIS.

Winkler said they were told his unit helped save countless lives.

"We were glad that we could provide what they needed and move them to a safe place where they didn't have to be hunted down by ISIS," Winkler said. "I can't believe what we were involved with. We were just in the right place at the right time."

Still, the experience was difficult for Winkler, the father of two boys, 6 and 2.

“It was hard knowing we could only do so much for them,” Winkler said.

Job Well Done

For the missions the unit flew into Iraq and Afghanistan, it was awarded a Meritorious Service Medal by President Obama. The unit was also awarded a Humanitarian Aid Ribbon by the Reserves. Winkler was also promoted to Staff Sergeant during his deployment.

The experience taught Winkler that no matter how difficult life is in the United States, “life over here isn’t all that bad.”

Sonny Nardi, Local 416 President, praised Winkler’s actions.

“I’m so proud I get chills thinking about how these guys go over there and put their lives on the line,” Nardi said. “I’m proud to have him as a member of Local 416.”

Winkler said coming home from such an incredible mission was intense.

“It was an awesome sight to see my boys when I got home,” he said. “It was good to see their faces and knowing they are all right.”

Winkler said he still follows the news from the region and the refugees’ ongoing ordeals.

“It still brings tears to my eyes,” Winkler said.



MISSION ACCOMPLISHED

Staff Sgt. Jerry Winkler’s unit is the 910th Maintenance Group, part of the 910th Airlift Wing, a wing of the U.S. Air Force based at Youngstown-Warren Air Reserve Station, Ohio.

The group was deployed between May 2 and Sept. 15, 2014. During the deployment his 110-airman unit logged 1,275 flying hours on 300-plus missions. They flew 604 sorties, moved 4,311 passengers, hauled 1,813 tons of cargo, transported 36 patients from the front lines and had a 100-percent mission-effective rate.

VETERANS GET A BOOST WITH CDL TRAINING

The Teamsters, the U.S. Army and ABF Trucking formally entered into a partnership recently which provides commercial drivers’ license (CDL) training for military personnel transitioning to civilian life.

Teamsters, through the Teamsters Military Assistance Program (TMAP), have been assisting veterans in obtaining careers in the transportation industry for years. Now the union, along with Soldier For Life, ABF Freight, Ft. Sill, the Department of Defense and the U.S. Army Training and Doctrine Command, is beginning the first pilot program for CDLs for active military members.

“Since the earliest days of the union, Teamster members have served in the armed forces, raised money for victory bonds and found countless other ways to support the military,” said Jim Hoffa, Teamsters General President.

Ft. Sill in Lawton, Okla., is the first base where the CDL training will occur. Already under way, there are 12 participants in the program. Training consists of classroom-style instruction as well as behind-the-wheel practical experience. Training will take six weeks and will be repeated throughout the year.

“Employers tell us time and again about the benefit of hiring military veterans,” said Tyson Johnson, Director of the Freight Division.

“Veterans are disciplined, committed employees. They are often found to be model employees. We believe they will be assets to America’s transportation industry,” said Gordon Sweeton, Assistant Director of the Freight Division.

Once the CDL is earned by a participant, the union and ABF Freight will provide job placement assistance within the nationwide ABF Freight network. To find out more about the program, email TMAP@teamster.org





The Power of **ONE**

CAN ONE VOTE MAKE A DIFFERENCE?

In the case of the dock workers at the MGM Grand Hotel and Casino in Las Vegas, the power of one vote made the difference, becoming the deciding factor in a 2011 election for representation by Local 986. For if not for David Whetstone and his last-minute, election-winning ballot, they would not be Teamsters today.

Whetstone, a longtime casino worker suffering from a pancreatic infection, was weak and struggling to stay mobile in the weeks and days leading up to the 2011 vote for Teamster representation. Although his co-workers urged him to take it easy and relax, Whetstone was determined to make his voice heard.

"He made it to the casino in the 11th hour to cast his ballot in favor of the union," said Whetstone's close friend and co-worker Matt Lundy. "Dave knew he didn't have much time left, but he voted so his brothers and sisters on the job could have union representation. His father was a proud Teamster, so he knew how much it meant to have the backing of the union."

Whetstone appeared, looking defiant and stone-faced as he walked to the polling place, remembers Tony Buckner, a longtime co-worker who was also Whetstone's brother-in-law.

"They were stunned and had no idea what to do," Buckner said. "But Dave paid them no mind. He went in to vote and came out minutes later flashing his fingers in a peace sign to all the Teamster supporters outside."

Shortly after the election, David Whetstone passed away. Although he would not live to see the results of his brave act, his legacy as a model employee who believed strongly in workers' rights lives on in the hearts and minds of all who knew him.

"Dave embodied teamwork and loyalty. He really set the stan-



dard for the rest of us," co-worker George Grubbs said of his former MGM friend and colleague. "Dave worked harder than anyone I've ever met; his work ethic was simply incredible."

Whetstone received several accolades for his work ethic and leadership. But it was his attendance record that received the most attention. According to Nancy Whetstone, David's wife of over 30 years, "Dave had 12 years without a missed day of work."

Today, a portrait of Whetstone hangs in the commissary. It is a reminder of the difference one person can make in the workplace.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: February 2, 2015

I. INTRODUCTION

This is Report Number Two of the Independent Review Board for 2015 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss two recently issued Charge Reports and also provide status updates on three existing Charge Reports against International Brotherhood of Teamsters Officers and Members, and three IRB Trusteeship Recommendations that you were informed of in some detail in previous Reports.

II. NEW REPORTS

A. GOLDSTEIN, LOCAL 456

On December 11, 2014 the Independent Review Board (“IRB”) recommended to the IBT General President that charges be filed against former Local 456 Secretary-Treasurer Sydney Goldstein (“Goldstein”) for his embezzlement and for assisting former President Roberge’s embezzlement of Local money. Goldstein caused the Local to pay without authority and without union benefit, at least \$16,360.45, between July, 2012 and August 2014, for restaurant charges (1) he incurred for himself, other officers and employees of the Local and also a former officer who was not an IBT or Local member or employee and who was barred from being involved in Local affairs and (2) for then President Roberge for which Goldstein approved payment when Roberge claimed he was discussing Local business with the same barred non-member. All these expenses were charged near the Local. For 27 of 28 of Roberge’s charges, Goldstein caused the Local to pay them without authorization because the itemized receipts the Bylaws required to be submitted, before the Local was empowered to make payment, were not submitted.

By his conduct, while an IBT member and Local officer, Goldstein brought reproach upon the IBT, breached his fiduciary duties and embezzled, approximately, \$16,360.45 in union funds in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (3) of the IBT Constitution.

On December 16, 2014, General President James P. Hoffa determined to adopt the charge and process it in accordance with Article XIX of the IBT Constitution.

B. TRUSTEESHIP, LOCAL 1150

On December 11, 2014, the Independent Review Board recommended to the IBT General President that Local 1150 in Stratford, Connecticut be placed into Temporary Trusteeship because of corruption, failure to comply with required financial controls, including pervasive Bylaw violations, and officers’ breaches of fiduciary duties. The failure to comply with financial controls is systemic and has continued for at least five years. These failures include that: the officers caused approximately \$1,323,422 in expenditures to be made without the Executive Board approvals the Bylaws required and caused over \$1,246,943 in expenditures to be made without the members’ approvals the Bylaws also required; expenses of employees, the officers authorized the Local to pay, were not supported by necessary documentation and information; the Local paid officer expenses not incurred for union purposes; the local officers failed to comply with the Bylaw requirement to submit itemized receipts and caused the Local to pay expenses in violation of the Bylaw prohibition that payment not be made until itemized receipts were received; officers approved their own expenses and disbursements for payment to themselves; and records the Local and the Secretary-Treasurer both were required to maintain under federal law to support disbursements to local officers were routinely disposed of after the payments were made, destroying all records supporting the payments to local officers and employee’s. The officers’ failure to enforce existing financial controls allowed the former President to embezzle local funds to pay for personal items, including family telephone bills and home entertainment equipment. Even after an IBT auditor in 2012, instructed the Executive Board, including the Principal Officer, that itemized receipts for certain charges needed to be submitted before the expenses could be paid, the Principal Officer and President ignored the instruction and continued to not submit the required itemized receipts and the Local continued to pay these charges without the required documents. This continued even after the General Secretary Treasurer reminded the Principal Officer in writing of the requirement.

On January 12, 2015, IBT General President Hoffa placed Local 1150 in Trusteeship and appointed International Representative, William Moore, Temporary Trustee over Local 1150.

III. PROGRESS OF EXISTING CHARGES

A. TRUSTEESHIP, LOCAL 120, BLAINE, MINNESOTA

On November 9, 2012 the IRB issued a Trusteeship Recommendation to General President Hoffa who placed the Local in Trusteeship on November 13, 2012.

On January 13, 2013 Mr. Hoffa, adopting the Hearing Panel decision as his own, determined to continue the Trusteeship over Local 120

IBT General President, James P. Hoffa, released Local 120 from Trusteeship effective January 18, 2015.

B. TRUSTEESHIP, LOCAL 456, ELMSFORD, NEW YORK

On October 22, 2014, the IRB recommended to General President Hoffa that Local 456 be placed in Trusteeship because it is necessary to correct the corruption and financial malpractices at the Local, and because the Local is not being run for the benefit of its members.

The IRB found that the Local has financial control issues which enabled the Principal Officer to embezzle over \$53,000, and the Secretary-Treasurer over \$10,000. In addition, the Local officers allowed a person whom the IBT barred from participation in Local affairs to play an active role in the Local.

On November 6, 2014, Mr. Hoffa placed the Local in Trusteeship and appointed Thomas Gesualdi, President of Local 282, as temporary Trustee over Local 456 and Bernadette Kelly, International Representative, as the temporary Assistant Trustee.

C. PRESIDENT ROBERT ROBERGE, LOCAL 456, ELMSFORD, NEW YORK

On November 6, 2014, the IRB issued a Charge Report to Local 456 Trustee, Thomas Gesualdi. The Independent Review Board recommended that charges be filed against Local 456's President and Principal Officer Robert Roberge for embezzlement and breaching his fiduciary duties by causing the Local to pay, without a union purpose, approximately \$53,734.78 between January, 2009 and August 2014, for restaurant charges in the Westchester County area, for himself, officers and employees of the Local and also for meals with a former officer who was barred from being involved in Local affairs. All of these expenses were charged near the local. Roberge was present approximately 368 times when such restaurant bills were charged to the Local. There was no union purpose for these restaurant charges. Thus, Roberge embezzled approximately \$53,734.78 in connection with these expenses. On their face, these were personal expenses of no benefit to the Local. Roberge did not, in Local records or in his testimony, present evidence that the charges were for a union benefit. Evidencing his intent to embezzle, Roberge submitted few, if any, itemized restaurant bills despite being required to do so by Section 17 (B) of the Local's By-laws and federal law.

In addition to charging 368 restaurant expenses with only Local personnel present, Roberge charged 134 restaurant expenses when meeting with the former Local President, Edward Doyle, Sr. while he was barred pursuant to an agreement with the

IBT. From March 18, 2009 to June 2012, when Edward Doyle, Jr., the barred Doyle, Sr.'s son, had been the Local's President, Roberge and Doyle, Sr. met at restaurants where expenses Roberge incurred were charged to the Local ten times. From June, 2012 to June, 2014, after Roberge became President and Principal Officer upon Doyle, Jr.'s death, Roberge charged 124 restaurant expenses for meetings with Doyle, Sr. On many of these receipts, Roberge indicated the purpose of meeting with Doyle, Sr. was to discuss membership meetings, Local elections and other Local business.

In 2013, Local 456, located at 160 South Central Avenue, Elmsford, New York, had 3,722 members. Since approximately June 2012, Roberge has been the Local's Principal Officer. Roberge's 2013 salary from the Local was \$217,122 and his reimbursed expenses were \$22,342.

On November 14, 2014, IBT General President James P. Hoffa, in response to the November 6, 2014, IRB Charge Report, forwarded to him from Local 456 Trustee Thomas Gesualdi, adopted and filed the charge.

On December 8, 2014, prior to the scheduling of a Hearing of this matter, the IBT submitted an affidavit and agreement to a permanent bar signed by Roberge, to the IRB who approved the agreement and submitted it on December 17, 2014 to the Court by Application 176.

On December 23, 2014, Judge Preska Approved the Agreement and Granted Application 176.

D. TRUSTEESHIP RECOMMENDATION, LOCAL 710, MOKENA, ILLINOIS

On July 18, 2014, the IRB issued a Trusteeship Recommendation to IBT General President Hoffa regarding this Local's Officers financial malpractices, corruption and failing to operate the Local for the benefit of its members.

On July 21, 2014 General President Hoffa appointed Brian Rainville to be his personal representative at the Local. On July 30, 2014 General President Hoffa imposed a Temporary Emergency Trusteeship over the Local and appointed International Vice President and Joint Council 25 President John T. Coli as Temporary Trustee.

On August 18, 2014 the IBT General Counsel by letter updated the IRB on the actions taken under the Trusteeship. The Trustee has appointed persons to positions to help to insure the functioning of the Local for the benefit of its members in the day to day operation of the Local during this transition. The former officers are cooperating. The Trustee has assigned a new accounting firm to audit the Local's finances. The Trusteeship Hearing was held on September 30, 2014. On December 10, 2014, Mr. Hoffa informed the IRB that he determined to continue the Trusteeship over Local 710.

E. FORMER OFFICERS, MICHAEL SWEENEY, GERALD PAULI, CHARLES DeCOLA, LARRY ALEXANDER, ANTHONY LAMY, KEVIN WAGONER, LOCAL 710, MOKENA, ILLINOIS

On August 15, 2014 the IRB issued a Charge Report to the Local 710 Trustee, John T. Coli recommending that charges be filed against former Local 710 officers Michael Sweeney, Gerald Pauli, Charles DeCola, Larry Alexander, Anthony Lamy and Kevin Wagoner, who were all fiduciaries under 29 U.S.C. §501, for breaching their fiduciary duties to protect Local assets by failing to investigate unusual financial transactions. In 2011, the Board approved then Principal Officer Patrick Flynn's request to purchase 1,000 \$25 gift cards for the purpose of distribution of one card to each attendee at the November 2011 membership meeting. At the time of that vote, the officers knew or should have known that 1,000 gift cards were substantially more than necessary for the purported purpose because not even 600 members had attended any membership meeting since at least January 2007. Only 598 members attended the November 20, 2011 membership meeting. The officers also knew that at least \$10,000 of surplus cards would go into Flynn's possession and he would use them for non-approved purposes. Yet they acquiesced in allowing Flynn to buy and then control these \$10,000 worth of cards that would not be used for the authorized purpose. The cards were cash equivalents. Under the guise of the authorized purpose, these Board members moved \$10,000 of the Local's funds to Flynn. Despite being present at the membership meeting in November 2011 when far fewer than 1,000 members attended, the Board members did not have Flynn report to the Board on the surplus cards. Indeed, the cards were not accounted for in any Local record. That the officers did nothing to determine what happened to the over 400 unused cards in his possession worth over \$10,000 after the November 2011 membership meeting evidenced their determination to remain blind to Flynn's misconduct. They abandoned their fiduciary responsibilities to protect the Local's assets. This was consistent with their pattern over prior years of failing to determine what happened to surplus gift cards in Flynn's possession of which they were aware.

Fourteen months later, in January 2013, the former officers also gave Flynn blanket authority to dispose of undefined "surplus items" that were Local property without knowledge of the value of the items, including gift cards, that were covered by the resolution about which they had no inquiry. If they had, they would have learned these items were acquired without authorization and not reported in the Local's records. This was only 14 months after they knew or should have known there was an over 400 card surplus resulting from their November 2011 resolution which they had made no inquiry about. Yet, shortly after, they learned Flynn had only 10 of those cards. They made no inquiry

into the cards they knew were unaccounted for.

By their conduct, it appears that the former officers brought reproach upon the IBT and breached their fiduciary duties to protect Local assets in failing to investigate these unusual transactions in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and 29 USC §501(a).

On August 21, 2014, by letter, General President Hoffa informed the IRB that he has determined to adopt and file the charges recommended by the IRB, forwarded to him by the Local 710 Trustee, and to appoint a panel to hear the charges.

On September 16, 2014 an Affidavit and Agreement was received from the IBT signed by Lamy, and on September 17, 2014 one was received from IBT signed by DeCola.

On September 17, 2014 both Agreements were approved by the IRB and on October 1 were sent by Application 174 and 175 to the Court. On October 8, 2014, Judge Preska approved the Lamy and DeCola Agreements thus granting Applications 174 and 175.

In an October 21, 2014 letter, from IBT General Counsel Raymond, the IRB received notice that an IBT Hearing was held on October 15, 2014 to hear charges against Alexander and Wagoner. The hearing decision regarding the charges against Alexander and Wagoner was issued to the IRB on November 12, 2014, revised on January 9, 2015, and on January 13, 2015 the IRB found the revised decision, permanently barring Alexander and Wagoner from ever holding Office in Local 710 or its successors, to be not-inadequate.

On October 21, 2014, Mr. Raymond submitted to the IRB Sweeney's Affidavit and Agreement and made notation that Pauli's Affidavit and Agreement would follow. On October 31, 2014, the IRB received Pauli's Affidavit and Agreement. On November 13, 2014, after review of the Agreements, the IRB returned both the Sweeney and Pauli Agreements to the IBT as inadequate.

On January 22, 2015, the IBT issued notice that a hearing would be held and that notification of the date, place and time would be issued shortly.

F. MEMBER FRANK RADICE, LOCAL 817, GREAT NECK, NEW YORK

On December 19, 2013 the IRB issued an Investigative Report to the IBT General President with the recommendation that charges be filed against Frank Radice ("Radice") for being a member of organized crime and unreasonably failing to cooperate with the IRB by refusing to appear for his sworn examination on October 11, 2013. Among the issues the Chief Investigator intended to question Radice about during his sworn examination was whether he was a member or associate of organized crime and whether he had any contact with individuals reported to be organized crime members and associates. The FBI has provided an affidavit from a Special Agent stating that in his expert opin-

ion Radice is a member of the Gambino Organized Crime Family. (See IRB Report 2 in the June 2014 Issue of the TEAMSTER).

Mr. Hoffa, in a letter to the IRB dated December 20, 2013, stated that he determined to adopt and file the charges against Radice, and in accordance with past practice, he referred these charges back to the IRB for adjudication.

An IRB hearing on this matter was held March 12, 2014 in New York City. Neither Mr. Radice nor his Counsel appeared for the Hearing. The IRB's June 18, 2014 Opinion and Decision on this matter permanently expelled Radice from membership and permanently barred him from holding office or employment with the IBT or its affiliated entities. He may not receive any payments, salary, gratuities, gifts, severance payments, allowances, fees, benefit payments or contributions or other compensation of any kind from Local 817 or IBT affiliated entities, except that he may receive any pension, vacation or other benefits from an existing plan or program maintained by Local 817 or other IBT affiliated entities which had vested or accrued prior to his expulsion from membership.

On June 18, the IRB submitted its Opinion and Decision to the Court by way of Application 170. This matter is with Judge Preska.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 173 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigation's Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

UNITED STATES OF AMERICA,

v.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, et al.,

Plaintiff,

Defendants.

Civ. 88-4486 (LAP)

ORDER

LORETTA A. FRESKA, Chief United States District Judge:

Before the Court is the parties' Joint Motion for Approval of the Final Agreement and Order of Stipulation of Dismissal (dkt. no. 4409). Upon receipt of the motion, the Court issued an order (dkt. no. 4411) soliciting written comments from interested parties and setting a hearing date of February 11, 2015, for comments and oral arguments in support of and in opposition to the Joint Motion. Upon consideration of the parties' submissions, the comments received, and the arguments presented at the hearing, the motion is **GRANTED**.

DISCUSSION

It is well settled that there is a "strong judicial policy in favor of settlements." *McReynolds v. Richards Carpenters*, 588 F.3d 790, 803 (2d Cir. 2009) (internal quotation marks omitted), especially where "a government agency committed to the protection of the public interest has participated in and endorsed the agreement." *City of New York v. Azusa Corp.*, 697 F.Supp. 677, 682 (S.D.N.Y. 1988) (internal quotation marks omitted).

"[T]he proper standard for reviewing a proposed consent judgment involving an enforcement agency requires: (1) the district court determine whether the proposed consent decree is fair and reasonable, with the additional requirement that the 'public interest would not be disserved,' in the event that the consent decree induces injunctive relief. *N.Y.C. v. Citigroup Global Markets, Inc.*, 752 F.3d 285, 294 (2d Cir. 2014) (citation omitted) (quoting *888, Inc. v. Merchants*, 547 U.S. 388, 391 (2005)). In determining whether a consent decree is fair and reasonable, the Court should look to, at a minimum, "(1) the basic legitimacy of the decree; (2) whether the terms of the decree, including its enforcement mechanism, are clear; (3) whether the consent decree reflects a resolution of the actual claims in

the complaint; and (4) whether the consent decree is tainted by improper collusion or corruption of some kind." *Id.* at 294-95 (citations omitted).

Ultimately, "[t]he job of determining whether the proposed . . . consent decree best serves the public interest . . . rests squarely with" the litigating agency. *Id.* at 295. This is because the decision of whether or not to enter a consent decree is "primarily about pragmatism," *id.* at 295, and involves assessments of risk "that are uniquely for the litigants to make," *id.* An agency's determination that settlement is appropriate "merits significant deference," *id.* at 286, and accordingly, the "primary focus of the [Court's] inquiry . . . should be on ensuring the consent decree is procedurally proper," *id.* at 295.

A thorough review of the Final Agreement and Order reveals that the settlement must be approved. There is no doubt here that the decree is procedurally proper, that its terms are clear, that it reflects a resolution of the claims at issue, and that it is untainted by collusion or corruption. The parties objecting to the settlement do not claim otherwise except to the extent that they requested and received clarification of certain terms on the record during the hearing. The remaining objections also issue with the policy choices embodied in the agreement that were the product of good faith bargaining between the parties—decisions that lie outside the ambit of this Court's review. The Court may not substitute its own judgment for that of the United States Attorney's Office because "[t]he responsibilities for assessing the wisdom of such policy choices and resolving the struggle between competing views of the public interest are not judicial ones." *Id.* at 296 (quoting *Chevron, U.S.A., Inc. v. Natural Res. Def. Council, Inc.*, 467 U.S. 837, 856 (1984)).

Upon consideration of all the relevant materials before the Court, it is hereby **ORDERED** that the motion (dkt. no. 4409) is **GRANTED** and the above-captioned civil action is **DISMISSED WITH PREJUDICE**. The terms of the Final Agreement (dkt. no. 4409-1) are incorporated into this order, and this Court shall retain jurisdiction to enforce those terms.

SO ORDERED.

Dated: New York, New York
February 17, 2015



LORETTA A. FRESKA
Chief United States District Judge

FINAL AGREEMENT AND ORDER

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

UNITED STATES OF AMERICA,

v.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, et al.,

Plaintiff,

Defendants.

Civ. 88-4486 (LAP)

FINAL AGREEMENT AND ORDER

WHEREAS, on June 28, 1988, the United States of America (the "Government") commenced this action seeking relief against the International Brotherhood of Teamsters (the "IBT" or "Union") and others pursuant to the civil remedies provisions of the Racketeer Influenced and Corrupt Organizations ("RICO") Act, 18 U.S.C. § 1961;

WHEREAS, on March 14, 1989, this Court approved a consent order that resolved the Government's claims against the IBT defendants;

WHEREAS, the March 14, 1989 consent order has been clarified by agreement of the Parties and modified, both by agreement of the Parties and by Court order, as reflected in the document attached as Exhibit A to this order (the "Consent Decree");

WHEREAS, the Government and the IBT (the "Parties") entered into the Consent Decree with the objectives of ridding the IBT of any criminal element or organized crime and corruption and establishing a culture of transparency to maintain the Union for the sole benefit of its members;

WHEREAS, to achieve those objectives, the Consent Decree enjoined certain activity and instituted institutional reforms of the IBT's disciplinary and electoral processes;

WHEREAS, the Parties agree that implementation of the disciplinary and electoral provisions of the Consent Decree has resulted in significant and positive change in the culture and processes of the IBT, and that there has been substantial progress towards achieving the objectives of the Consent Decree;

WHEREAS, the Parties agree that there has been significant suc

ness in eliminating corruption from within the IBT and in conducting free, open and democratic elections for its International Officers and Convention Delegates:

WHEREAS, the Parties recognize that, while substantial progress has been made under the Consent Decree, the threat posed to the IBT by organized crime and other corrupting influences, while substantially diminished, persists;

WHEREAS, the Parties acknowledge that, given the nature of the threat posed to the IBT by organized crime and other corrupting influences, continued vigilance is necessary to ensure that the objectives of the Consent Decree are achieved;

WHEREAS, by entering into this Final Agreement and Order (the "Final Order"), the Parties re-commit themselves to the original objectives of the Consent Decree, which remain the objectives of this Final Order;

WHEREAS, in addition to those objectives, the objectives of this Final Order are to reduce and ultimately eliminate the Government's role in the affairs of the IBT, except as otherwise expressly provided in this Final Order, while, at the same time, preserving the gains achieved by the Consent Decree; continuing to foster and promote democracy in the IBT through independent supervision of IBT elections; continuing the fight against criminal elements, organized crime, and corruption that threaten the IBT today; and preventing the re-emergence of those elements of those criminal elements, organized crime and corruption that have been eliminated from the IBT;

WHEREAS, the parties agree that these objectives can best be achieved by implementation of this Final Order; and

WHEREAS, it is imperative that the IBT be maintained democratically, with integrity, for the sole benefit of its members, and without unlawful outside influence;

NOW, THEREFORE, IT IS HEREBY STIPULATED AND AGREED, by and between the Government and the IBT, as follows:

PERMANENT INJUNCTIONS

1. All permanent injunctions entered in this action shall survive the dismissal of this action and shall continue to be fully viable and effective.

2. All current and future members, officers, agents, representatives, employees, and persons holding positions of trust in the IBT and any of its constituent entities (collectively the "IBT" or "Union") are permanently enjoined from:

- (A) committing any act of racketeering activity, as defined in 18 U.S.C. § 1961;
- (B) knowingly associating with any member or associate of any Organized Crime Family of La Cosa Nostra or any other criminal group;
- (C) knowingly associating with any person enjoined from participating in Union affairs;
- (D) obstructing, or otherwise interfering, directly or indirectly, with the work of any person appointed to effectuate the terms of this Final Order; and
- (E) knowingly permitting any member or associate of any criminal group, or any person otherwise enjoined from participating in union affairs, to exercise any control or influence, directly or indirectly, in any way or degree, in the affairs of the IBT or any of its constituent entities.

As used in this Final Order, the term "constituent entities" shall include all existing and future Joint Councils, Local Unions, and other IBT entities subordinate to the IBT General Executive Board.

3. For purposes of this Final Order (and for purposes of any disciplinary action taken by the IBT pursuant to the IBT Constitution), the phrase "knowingly associate" shall have the same meaning under this Final Order as under the Consent Decree, as construed by the United States Court of Appeals for the Second Circuit and this Court.

4. For purposes of this Final Order (and for purposes of any disciplinary action taken by the IBT pursuant to the IBT Constitution), the phrase "otherwise enjoined from participating in union

affairs" shall have the same meaning under this Final Order as under the Consent Decree, as construed by the United States Court of Appeals for the Second Circuit and this Court, and shall include any person who was permanently barred, who was permanently expelled, who permanently resigned, or who was otherwise permanently removed from membership in the IBT pursuant to, following, or in response to disciplinary charges instituted or recommended under the procedures enacted under the Consent Decree or under this Final Order and shall include, among others and in particular, all persons identified on the list attached to this Final Order as Exhibit B.

5. All persons who were enjoined from participating in union affairs under the Consent Decree, including all persons identified on Exhibit B to this Final Order, and all persons who are permanently enjoined from participating in union affairs under the mechanisms established by this Final Order, are permanently enjoined from knowingly associating with any member or employee of the IBT or any of its constituent entities.

JURISDICTION AND ENFORCEMENT

6. This Court shall retain exclusive jurisdiction to enter any writ and appropriate order to deter, discover, determine, sanction, and remedy any violation of this Final Order. The Government shall have the authority to apply to this Court, upon notice to the IBT, for such process and such equitable orders and sanctions as are lawful and appropriate to deter, discover, determine, sanction, or remedy any violation of this Final Order. This Final Order shall bind all current and future members, officers, agents, representatives, and employees of the IBT and its constituent entities to the same extent and to the same degree as the Consent Decree bound such entities and individuals.

ALL WRITS INJUNCTION

7. Pursuant to 28 U.S.C. § 1651, the IBT and its constituent entities, and all members, officers, representatives, agents and employees of the IBT or any such IBT constituent entity, are permanently enjoined from filing or taking any legal action that implicates the Consent Decree or this Final Order in any court or forum in any jurisdiction other than this Court. Upon discovering that an action that implicates the Consent Decree or this Final Order has been filed in any forum other than this Court, the IBT shall promptly give notice to the United States Attorney for the Southern District of New York (the "United States Attorney").

TRANSITION PERIOD

8. The Parties agree that during the period (i) beginning on the effective date of this Final Order, and (ii) ending on the date five years following the effective date of this Final Order (the "Transition Period"), the Government will relinquish its role in the affairs of the IBT, except as otherwise expressly provided in this Final Order, including its right under the Consent Decree and the IBT Constitution to elect Department of Labor Supervision of IBT elections and its right to require the maintenance of the Independent Review Board ("IRB"), in exchange for the IBT's commitment, as set forth in this Final Order, to establish and maintain effective and independent supervision of IBT International Union Officer and Convention Delegate elections and an effective and independent disciplinary mechanism.

9. During the Transition Period, the Government may apply to the Court, on notice to the IBT, for further equitable relief, including relief from its commitments and obligations under this Final Order and re-establishment of all obligations under the Consent Decree. On such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, and without satisfying the standards and burdens set forth in Paragraph 8 of this Final Order or in Rule 60(b) of the Federal Rules of Civil Procedure, that the IBT has violated or has failed to satisfy its obligations under this Final Order promptly and in good faith, knowingly tolerated any violation of the injunctive provisions of this Final Order, or otherwise undermined or frustrated the terms and objectives of this Final Order.

INTERNATIONAL ELECTIONS

A. STRUCTURAL ELECTORAL REFORM

10. The Parties agree that the IBT will permanently retain the structural electoral reforms of the Consent Decree relating to the International Union Delegate and Officer Election, including without limitation, the one-Yearster, one vote, direct elections of IBT International Officers which were adopted by the IBT at the 2001 IBT Convention. Accordingly, the structural electoral reforms established by the Consent Decree, as set forth in Paragraph 12(D), (E)-(ix) of the Consent Decree, as amended, shall remain permanent in full force and effect. Moreover, for the election of International Officers that will be conducted during the Transition Period, the IBT shall not modify, amend, or eliminate any provision of the IBT Constitution that concerns the elections of convention delegates and International officers and trustees—including any provision of Article III; Article IV; Article VI, Section 8; or Article IX, Section 7, of the 2011 IBT Constitution—without the written consent of the United States Attorney. After the Transition Period, the IBT shall not modify, amend, or eliminate any provision of the IBT Constitution that concerns the elections of convention delegates and International officers and trustees—including any provision of Article III; Article IV; Article VI, Section 8; or Article IX, Section 7, of the 2011 IBT Constitution—without first providing written notice to the United States Attorney. In addition, two weeks prior to each IBT Convention, the IBT must provide notice to the United States Attorney of any proposed amendments to the IBT Constitution concerning the election of convention delegates and/or International Officers and Trustees. In the event the delegates to an IBT Convention adopt any proposed amendments to the IBT Constitution, the IBT shall notify the Government of any such amendments, and the Government may apply to the Court for an order nullifying any such amendments. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the proposed amendment(s) will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

11. The 3% nomination threshold for International Officers and Trustees, which was adopted at the 2001 Convention, shall be maintained for the International Officer elections in 2016 and 2021. With respect to any International Officer election following the 2021 election, any change by the democratically elected delegates or membership to the nomination threshold shall be subject to the Government's right to apply to the Court to nullify any such change. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the proposed change(s) to the nominating threshold will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

B. INDEPENDENT ELECTION SUPERVISION

12. The Parties agree that every IBT International election occurring after the effective date of this Final Order shall be supervised by an Independent Election Supervisor appointed by the IBT in accordance with Article III, Section 5(a)(2), of the 2011 IBT Constitution, and in accordance with this Final Order. The Election Supervisor shall be empowered to employ such staff and other assistants as she/he deems appropriate.

13. The IBT shall establish and maintain standards sufficient to ensure that the Independent Election Supervisor appointed to supervise IBT International Officer elections after the effective date of this Final Order shall be experienced, effective, and completely independent of the IBT, and free from any actual or appar-

ent conflict of interest. No individual may be appointed to the office of Independent Election Supervisor absent a reputation for honesty, integrity, impartiality, and independence. Barring exceptional circumstances, no individual may be appointed to the office of Independent Election Supervisor without substantial experience with union elections (desirable qualifications include knowledge of and experience with the mechanisms and procedures used in large scale elections, Title IV of the Labor Management Reporting and Disclosure Act and the IBT data systems) or law enforcement investigations, and a commitment to transparency in the election process. To the extent the Independent Election Supervisor lacks substantial experience with either union elections or law enforcement investigations, his or her staff shall include a person or persons with such experience. No individual serving as the Independent Election Supervisor or any member of his or her staff may be a candidate for any delegate position or International office. No individual serving as the Independent Election Supervisor or any member of his or her staff may be affiliated with any candidate for any delegate position or International office. No individual serving as the Independent Election Supervisor or any member of his or her staff may be a member of the IBT, a present or former paid or non-paid appointee of any IBT entity, or an individual who has been an employee, representative, or agent of any IBT entity within the previous ten-year period, except as provided in paragraph 14.

14. Neither the IBT nor any of its constituent entities may employ or retain any individual who has served as an Independent Election Supervisor for a period lasting at least five years after certification of the election in which the individual served as the Independent Election Supervisor. This provision shall not, however, preclude the appointment of an individual who has served as the Independent Election Supervisor to supervise a subsequent Local Union or International Union election.

15. During the Transition Period, no individual may serve as the Independent Election Supervisor without the consent of the United States Attorney. After the Transition Period, the IBT may appoint an individual to serve as the Independent Election Supervisor without the consent of the United States Attorney, provided that the IBT provides notice to the United States Attorney within seven (7) days of any such appointment and that the Independent Election Supervisor satisfies all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order. The United States Attorney may, however, challenge such an appointment upon showing by a preponderance of the evidence, that the Independent Election Supervisor does not satisfy all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order.

C. ELECTION RULES

16. The Parties agree that every IBT International Officer election occurring after the effective date of this Final Order shall be conducted pursuant to rules and procedures designed to ensure a fair, free, and democratic election (the "Election Rules"). These rules and procedures shall permanently ensure that each election will be conducted by secret ballot and that every member shall have the right to vote for or otherwise support the candidate or candidates of his choice, without being subject to penalty, discipline or improper interference or reprisal of any kind by the Union or any member thereof. Notwithstanding any provision in paragraphs 17, 19, 20, and 21 regarding the adoption and modification of the Election Rules, the IBT shall not adopt or modify any Election Rules that have the purpose or effect of interfering with a member's right to vote by secret ballot for the candidate or candidates of his choice without being subject to penalty, discipline or improper interference or reprisal of any kind by the Union or any member thereof.

17. The IBT General Executive Board (the "GEB") shall have the authority to adopt Election Rules to govern the election of Local

Union delegates to any International Union Convention at which candidates for International Union office are nominated, and for the election of International Union officers. The Election Rules shall provide for the appointment by the GEB of an Independent Election Supervisor, who shall conduct and supervise such elections of delegates to the International Union Convention, the nomination of candidates for International Union office at the Convention, and the election of International officers.

18. Authority to interpret and enforce the Election Rules shall rest at all times both during and following the effective date of this Final Order, both during and after the Transition Period, exclusively with the Independent Election Supervisor duly appointed pursuant to the IBT Constitution and this Final Order, who shall endeavor at all times to consult with all interested parties, including the IBT, before interpreting or enforcing the Rules. In addition, the Election Supervisor shall also have authority to recommend Election Rules to the GEB for consideration.

19. During the Transition Period, and except as otherwise provided by this Final Order, the Election Rules adopted by the GEB shall not differ in any material way from the rules that governed the 2011 International Union and Delegate Election (the "2011 Election Rules"), as supplemented and amended, which were agreed upon by the Government and the IBT and approved by the Court. During the Transition Period, the Independent Election Supervisor may propose material amendments or changes to the 2011 Election Rules, but such material amendments or changes may be made only with the written consent of the Government and the IBT. In addition, during the Transition Period, the Independent Election Supervisor may, after consulting with all interested parties, including the IBT, make non-material changes to the 2011 Rules as necessary to tailor the rules to the new election cycle. For the International Officer elections commencing with the election in 2016, the Election Rules shall be amended, following notice and comment in accordance with the procedures followed for the 2006 and 2011 elections, to provide for a mailing funded by the Union in a single package of campaign materials from all nominated candidates to the current names and addresses that are on file for members in good standing. The mailing will occur in lieu of one issue of the IBT Magazine not less than one week prior to the date scheduled by the Election Officer for the mailing of ballots. This amendment shall require that the mailing afford each nominated candidate a reasonable opportunity, equal to that of any other candidate for the same office, to communicate his or her views to the membership. In addition, for the International Officer elections commencing with the election of 2016, the Election Rules shall be amended, following notice and comment in accordance with the procedures followed for the 2006 and 2011 elections, to provide reasonable measures for the IBT's accommodation of reasonable requests from candidates to communicate electronically with the membership. Such measures may include the steps set forth in Exhibit C to this Final Order. All Election Rules amendments made pursuant to this paragraph shall be made in accordance with paragraphs 16-21 of this Final Order.

20. After the Transition Period, the GEB shall promulgate Election Rules for succeeding election cycles which are substantially the same as those which governed the previous IBT elections but may make non-material changes as necessary to tailor the rules to a new election cycle. In promulgating Election Rules for elections conducted after the Transition Period, the GEB may also make material modifications to the provisions of the Election Rules used for preceding elections, provided that the changes are fully consistent with federal law, the IBT Constitution, and this Final Order, and provided that the Government is notified in writing of the changes prior to their implementation and provided that they are approved by the Independent Election Supervisor. Prior to submitting any proposed material modification to the Independent Election Supervisor, the GEB shall notify the IBT membership of the proposed change by posting the proposed modification on the homepage of the IBT's website, and provide IBT

members with thirty (30) days to submit comments on the proposed modification. The Independent Election Supervisor may reject the modifications only if he or she determines, after consulting with all interested parties including the IBT, that the changes will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

21. After the Transition Period, the IBT shall provide notice to the Government in advance of any material change it proposes to make to the Election Rules. Such notice shall be sufficiently in advance of the proposed effective date of the material change to afford the Government a reasonable time within which to apply to the Court for the relief set forth in this paragraph. With respect to any proposed changes to the Election Rules with which it disagrees, the Government may apply to the Court, on notice to the IBT, for an order disapproving the proposed change(s). On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the proposed change will prevent the election system from continuing to function or will cause it to function ineffectively or without adequate independence; or that the amendment(s) will deprive members of their reasonable opportunity to nominate candidates, hold office, vote for and otherwise support candidates of their choice.

D. ELECTION REPORTS

22. Following certification of the results of each IBT election conducted after the effective date of this Final Order, the IBT shall solicit and make available to the membership a report by the Independent Election Supervisor, which shall report in detail on the results of the election (including the statistics reflecting voter turnout and the number of contested delegate elections), assess the successes and shortcomings of the election process, determine any positive and negative trends in comparison to prior election cycles, and recommend changes to the election rules to address any negative trends and enhance the democratic process. During and after the Transition Period, the IBT shall provide a copy of the Independent Election Supervisor's report to the Government. During and after the Transition Period, the Independent Election Supervisor shall have the right to communicate with the membership concerning the IBT international election, including, for example, posting the election rules, any decisions or disputed matters, election results and logistical information.

E. ELECTION ACCESS ORDER

23. During the Transition Period, the presumptive right of access to employer property as set forth in the 2011 Election Rules shall be adopted, upon application of either party, as an order of this Court and fully enforceable by the Parties as against third parties to the extent permissible under the All Writs Act.

UNION DISCIPLINE

A. INDEPENDENT DISCIPLINARY SYSTEM

24. The IBT shall continue to operate for a period of one year following the effective date of this Final Order.

25. Following this one-year period, the IBT shall establish and permanently maintain an effective and independent disciplinary enforcement mechanism with ultimate authority to discipline IBT members and require compliance by the IBT with its Constitution and rules (the "independent disciplinary system"); to replace the IRB as described herein. The independent disciplinary mechanism established by the IBT shall consist of one Independent Investigations Officer and one Independent Review Officer (collectively, the "IBT Disciplinary Officers").

26. The IBT shall establish minimum qualifications for service as an IBT Disciplinary Officer, which qualifications shall be designed to ensure that such IBT Disciplinary Officer is experienced, effective, and completely independent of the IBT, and free from any actual or

apparent conflict of interest. No individual may serve as an IBT Disciplinary Officer absent a reputation for honesty, integrity, impartiality, and independence, and unless he or she is an attorney with substantial prior experience with enforcing labor laws or with governmental investigations, or has substantial prior experience as a federal or state judge, clerk, and former members and employees and agents of the IBT and its constituent entities shall be ineligible for appointment as IBT Disciplinary Officers.

27. The term of office of each IBT Disciplinary Officer shall be five years from the date of appointment, with the first appointments occurring one year following the effective date of this Final Order. At that time, the IRB will transfer pending disciplinary matters to the independent disciplinary mechanism, and/or refer pending disciplinary matters to appropriate law enforcement agencies. The IRB has sole discretion to determine which, if any, pending disciplinary matters and associated documents it will transfer to the independent disciplinary mechanism and/or refer to appropriate law enforcement agencies. Upon completing transfer or referral of any pending disciplinary matters it deems to transfer or refer, the authority of the IRB shall terminate. IBT Disciplinary Officers may not be removed from office during their term absent good cause. If the IBT seeks to remove an IBT Disciplinary Officer for cause, it shall promptly provide notice to the United States Attorney of its intent to effect removal and the reason(s) therefore.

28. During the Transition Period, the IBT Disciplinary Officers shall be selected jointly by the United States and the IBT. The Court will retain authority to approve the Parties' joint selection, and/or resolve any disputes between the Parties concerning the selection. At the end of the five year terms of the IBT Disciplinary Officers appointed during the Transition Period, the IBT General President may appoint an individual to serve as an IBT Disciplinary Officer without the consent of the United States Attorney, provided that the individual satisfies all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order, and further provided that the IBT provides advance notice to the United States Attorney of the individual the IBT has proposed to serve as an IBT Disciplinary Officer. Such notice shall be sufficiently in advance of the effective date of the IBT Disciplinary Officer's appointment to afford the Government a reasonable time to apply to the Court for an order disapproving the appointment on the ground that the individual fails to satisfy all of the conditions, criteria, and qualifications for experience and independence set forth in the IBT Constitution and this Final Order.

29. Each of the IBT Disciplinary Officers shall be empowered to employ such staff and other assistants as she/he deems appropriate, including, but not limited to, attorneys and individuals who are experienced in law enforcement investigations. All such staff shall be completely independent of the IBT.

30. The IBT Disciplinary Officers shall exercise such investigative and disciplinary authority as previously exercised by the IRB, as set forth in the Consent Decree and the rules and procedures governing the Independent Disciplinary Officers and their authorities (the "Disciplinary Rules") attached as Exhibit D to this Final Order, as well as the authority that the General President, General Secretary, Treasurer, and General Executive Board are authorized and empowered to exercise pursuant to the IBT Constitution, as well as any and all applicable provisions of law, including, without limitation, the authority to recommend disciplinary charges against IBT members, to review decisions by the Union with respect to recommended charges, to impose discipline, to review trusteeships imposed by the IBT over affiliates and to recommend trusteeships to be imposed by the IBT over affiliates, to review disciplinary decisions issued by the IBT General Executive Board and to review the IBT's audit records for affiliates and to conduct their own audits of IBT entities. The Independent Investigations Officer shall also issue an annual report to the IBT and the United States Attorney addressing the functioning of the disciplinary system, the IBT's compliance with this Final Agreement and Order and any other matters he or she considers appropriate. During the first five year term of office of the Independent Investigations

Officer, as set forth in paragraph 27, consistent with the practice of the IRB, the Independent Investigations Officer shall be authorized to request that the Court issue subpoenas.

31. Upon completion of an investigation, and in the event the Independent Investigations Officer concludes that actions by the IBT or an affiliated body are warranted, the Independent Investigations Officer shall prepare a written investigation report detailing proposed charges and recommendations, concerning the discipline of IBT officers, members, employees, agents, and representatives, or concerning recommendations that any IBT affiliated body be placed in trusteeship.

32. In the event that the Independent Investigations Officer determines that discipline or a trusteeship should be imposed upon any member or constituent entity, the written report shall be referred to an appropriate Union entity for review, investigation or action within the authority of that entity. The Independent Investigations Officer may designate any such matter as an original jurisdiction case for the General President to review. Copies of all written referrals shall be sent to the General President and General Executive Board and, during the Transition Period, to the United States Attorney. The Union entity to which the matter has been referred shall promptly take whatever action is appropriate in the circumstances and shall, within ninety (90) days of the referral, make written findings setting forth the specific action taken and the reasons for that action. The Independent Review Officer may grant an extension of this ninety (90) day period upon request for good cause. In the event that the Union entity files disciplinary charges based upon the referral, the Union shall act as the charging party. Appeals from actions taken by Union entities subordinate to the IRB may be filed with the Independent Review Officer.

33. The Independent Review Officer shall have authority to review IBT disciplinary decisions in matters referred by the Independent Investigations Officer. If the Independent Review Officer determines that the Union entity to which the matter has been referred has not pursued the matter in a lawful, responsible or timely manner, or that a decision is inadequate in the circumstances, the appropriate Union entity shall be notified and shall, within seventy (70) days set forth in writing any additional actions it has taken or will take to correct the defects set forth in the Independent Review Officer's notice. The Union entity shall, in addition, specify a timetable for such additional actions to be completed.

34. If the Independent Review Officer concludes that the Union entity has not responded or that the additional actions it has taken or will take are inadequate to remedy the defects previously identified, the Independent Review Officer shall convene a de novo hearing on the matter, giving adequate prior notice to a affected parties.

35. Hearings resulting from Independent Investigations Officer referrals before a Union entity shall be conducted under rules and procedures consistent with the requirements of Article XIX of the IBT Constitution and applicable law, except that the charged parties shall have the right to be represented by legal counsel, or by a fellow member of the Union, at their option. The Independent Review Officer shall issue a written decision with respect to any matter on which a hearing has been conducted before him/her. Hearings conducted before the Independent Review Officer shall be governed by the Disciplinary Rules, attached hereto as Exhibit D. Decisions of the Independent Review Officer are final and binding and shall not be subject to further review under the IBT Constitution or to judicial review by this Court, provided, however, that nothing in this Final Order shall limit the right of any person or entity adversely affected to seek judicial review of union discipline to the extent such review is available under the Labor Management Reporting and Disclosure Act of 1959 ("LMRDA"). In any such action, the Independent Disciplinary Officers are authorized, but are not required, to file papers in support of the decision of the Independent Review Officer. The appropriate IBT entity shall take all action which is necessary to implement the Independent Review

Officer's decision, consistent with the IBT Constitution and applicable federal laws.

36. Any proposed settlement of a charge referred by the Independent Investigations Officer, between the individual or Union entity charged and the IBI, is subject to approval by the Independent Review Officer. The Independent Investigations Officer, the individual or Union entity charged, and the IBI shall have the right to be heard by the Independent Review Officer in connection with his decision, whether to approve a proposed settlement.

37. The IBI shall provide to the United States Attorney copies of all written reports issued by the Independent Investigations Officer throughout his or her first five-year term of office, and all decisions issued by the Independent Review Officer throughout his or her first five-year term of office. Any person or entity seeking judicial review of union discipline that is imposed, recommended or approved by the IBI, or by the IBT Disciplinary Officers during their first respective five-year terms of office, must file a petition with this Court. The IBI shall promptly provide notice to the United States Attorney of any lawsuit, by any person or entity that challenges or seeks review of union discipline imposed, recommended or approved by the IBI, or by the IBT Disciplinary Officers during their first respective five-year terms of office.

38. During the Transition Period, the IBI may not make material changes to the independent disciplinary mechanism, or amend any provision of Article XIX of the IBT Constitution, absent the written consent of the United States Attorney or the approval of this Court. After the Transition Period, upon advance written notice to the Government, the IBI may make material changes to the independent disciplinary mechanism or amend Article XIX of the Constitution without the consent of the United States Attorney or the approval of this Court, provided, however, that Government may apply to the Court, on notice to the IBI, for an order disapproving the material change or amendment. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the change or amendment is inconsistent with the terms and objectives of this Final Order or otherwise threatens to undermine the independence or effectiveness of the disciplinary mechanism. A change in the disciplinary mechanism shall presumptively undermine the independence and effectiveness of the disciplinary mechanism, and therefore be impermissible, if it results in a mechanism that is (a) not staffed by persons completely independent of the IBI; (b) without ultimate and unfettered authority to investigate and sanction IBI members or its constituent entities for violations of the IBT Constitution and the permanent injunctive provisions of this Final Order, or (c) without ultimate and unfettered authority to investigate and compel compliance by the IBI with its Constitution and rules.

C. DISCIPLINARY RULES

39. The rules and procedures governing the IBT Disciplinary Officers and their authorities ("Disciplinary Rules") are attached to this Final Order as Exhibit D.

40. During the Transition Period, the IBI may not make any material change to the Disciplinary Rules absent the written consent of the United States Attorney. After the Transition Period, upon advance written notice to the Government, the IBI may make material changes to the Disciplinary Rules without the consent or approval of the United States Attorney, provided, however, that the Government may apply to the Court, on notice to the IBI, for an order disapproving any material change to the Disciplinary Rules. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that the change is inconsistent with the terms and objectives of this Final Order or otherwise threatens to undermine the independence or effectiveness of the independent disciplinary mechanism.

D. DISCIPLINARY REPORTS

41. The Independent Review Officer shall be responsible for preparing and distributing to the membership annual reports of

the work of the IBT Disciplinary Officers, which reports shall include detailed descriptions of the disciplinary, trusteeship, compliance, and other actions taken by the IBT Disciplinary Officers during the preceding year, including a summary of the number and types charges referred by the Independent Investigations Officer; the disposition of those charges, and an analysis of those dispositions as compared with the dispositions of similar charges in previous years.

42. During and after the Transition Period, the IBI shall promptly provide copies of the annual disciplinary reports to the Government.

ADEQUATE FUNDING AND INDEMNIFICATION

43. The IBI shall pay all costs and expenses of, and provide suitable office space outside the premises of the IBI for, the Independent Election Supervisor, the IBT Disciplinary Officers, and their respective staffs. The IBI shall work cooperatively with the officers appointed pursuant to this Final Order to establish a budget for each office that is reasonable and adequate to ensure the effectiveness and independence of each officer. Any dispute regarding the adequacy of funding or other resources of all officers appointed by the IBI pursuant to this Final Order shall be resolved by the Independent Review Officer or, if such dispute cannot be resolved by such Independent Review Officer, by this Court.

44. The IBI shall purchase a policy of insurance in an appropriate amount to protect the Independent Election Supervisor, the IBT Disciplinary Officers, and any persons acting on their behalf from personal liability for any of their actions on behalf of the IBI, the Independent Election Supervisor, or the IBT Disciplinary Officers. If such insurance is not available, or if the IBI so elects, the IBI shall indemnify the Independent Election Supervisor, the IBT Disciplinary Officers, and persons acting on their behalf from any liability (or costs incurred to defend against the imposition of liability) for conduct taken pursuant to this Final Order. That indemnification shall not apply to conduct not taken pursuant to this Final Order. In addition, the Independent Election Supervisor, the Independent Disciplinary Officers, and any persons designated or hired by them to act on their behalf shall enjoy whatever exemptions from personal liability may exist under the law for court officers.

INTERNAL AUDIT AND FINANCIAL CONTROLS

45. The IBI's obligations under the Stipulation and Order entered December 28, 2001, concerning enhancements to the internal financial controls of the IBI are incorporated by reference into this Final Order. The IBI shall maintain the enhancements to its internal financial controls implemented pursuant to the December 28, 2001 Stipulation and Order, and may modify such controls only with the approval of the independent accounting professional appointed pursuant to Article VIII, section 1, of the IBT Constitution. During the Transition Period, the IBI may not amend Article VIII, Section 1, of the IBT Constitution absent the written consent of the United States Attorney.

SUSPENSION OF INDICTED OFFICERS AND APPOINTEES

46. In the event any officer, agent, appointee, representative, or employee of the IBI or any of its constituent entities is criminally charged in any federal or state court with any act of racketeering, as that term is defined in 18 U.S.C. § 1961, or any felony relating to the conduct of the affairs of any labor organization or employee benefit or pension plan, the IBI General President, with the approval of the General Executive Board, or the General Executive Board acting on its own initiative, upon being informed about such charge, may immediately place the accused individual on temporary leave of absence without pay, may preclude such individual from holding any paid or non-paid position with the IBI or any of its constituent entities, and shall refer the matter to the Independent Investigations Officer for investigation and such other actions as he or she deems appropriate consistent with this Final Order. If

the IBT does not place an individual charged with an offense described above on a temporary leave of absence without pay or preclude the individual from holding any paid or non-paid position with the IBT or any of its constituent entities, the IBT shall submit a report to the United States Attorney explaining its reasons.

IMPLEMENTATION OF THIS FINAL ORDER

47. The IBT agrees to take all actions to ensure its ability to lawfully comply with its obligations and commitments under this Final Order. The IBT shall not adopt any procedure, resolution, constitutional amendment, code of conduct, or other internal rule that is inconsistent with, or has the purpose or effect of undermining, the terms or objectives of this Final Order.

FURTHER EQUITABLE RELIEF

48. Except as otherwise expressly provided in this Final Order, the Government shall have no further role in the affairs of the IBT after the Transition Period, provided, however, that the Government may apply to the Court, on notice to the IBT, for an order seeking further equitable relief against the IBT. On any such application, the Government shall bear the burden of establishing, by a preponderance of the evidence, that: (a) the IBT has violated or failed to fully and effectively implement the terms of this Final Order; (b) the IBT's independent disciplinary mechanism has ceased to function or is functioning ineffectively or without adequate independence; (c) the IBT's electoral system has ceased to function or is functioning ineffectively or without adequate independence; or (d) there exists systemic corruption or organized crime influence in the IBT. Any of the preceding showings by the Government (i.e., (a) through (d)) shall automatically constitute evidence of an unforeseen obstacle to the objectives of this Final Order and a significant change in the facts upon which this Final Order was entered, and alone shall justify and warrant revision of this Final Order. Upon such a showing, the Court may modify this Final Order or award such equitable relief as the Court deems lawful and appropriate to bring the IBT into compliance with its obligations under this Final Order or to achieve the disciplinary and electoral objectives of this Final Order. A decision by the Court on such an application may be appealed to the United States Court of Appeals for the Second Circuit.

CONTINUED VIABILITY OF CONSENT DECREE PRECEDENT

49. All matters of construction and interpretation of the Consent Decree, Election Rules, and obligations imposed upon members under the IBT Constitution shall continue to be governed by the decisional law established in this action by the Independent Administrator, the IRB, the Election Officers, the Election Administrator, the Election Appeals Masters, this Court, and the United States Court of Appeals for the Second Circuit. The IBT shall continue to make precedents established during the Consent Decree, and thereafter, available to the IBT membership through the IBT website or other means designed to afford similar access to the membership.

LIMITATIONS

50. Nothing in this Final Order shall: (a) prevent the United States or any of its agencies or individual agents from investigating the IBT or any person having any relation to this matter; or (b) prevent the United States from instituting a civil or criminal action against any person or entity in the future, in doing so, relying on any evidence or materials utilized in preparation for this action, or in alleging any of the allegations made in this action.

51. Nothing in this Final Order shall affect the validity or operation of any existing decrees or orders entered against the IBT or any of its entities in any action outside the Southern District of New York, including, without limitation, any decrees or orders entered in *United States v. Local 292 of the IBT*, CV-94-2919 (E.D.N.Y.); *United States v. Local 295 et al.*, CV 90-970 (E.D.N.Y.); *United States v. Private Sanitation Industry Ass'n et al. (IBT Local 813)*, CV89-1848 (E.D.N.Y.); *United States v. Local 368*, 82 Civ. 689 (D.N.J.);

United States v. Romano Organized Crime Family et al., Civ. No. 87-2971 (E.D.N.Y.); and *United States v. Vincent Gigante et al.*, Civ. No. 88-4296 (D.N.J.).

NOTICE

52. Whenever this Final Order obligates the IBT to give notice to the United States Attorney, such notice shall be in writing and sent to the United States Attorney's Office, Southern District of New York, 66 Chambers Street, 3rd Floor, New York, New York, 10007, attention: Chief, Civil Division, with an indication that the matter concerns *United States v. IBT*, SS Civ. 4486 (JAP).

53. The IBT shall provide notice to the membership of the entry of this Final Order by publishing a copy of this Final Order (including all exhibits) on the IBT's website and printing the text of this Order (including Exhibit B only), in the next issue of the *Teamster Magazine* published after entry of this Final Order.

54. Contemporaneous with any appointment by the IBT of an Independent Election Supervisor or an IBT Disciplinary Officer in accordance with this Final Order, the IBT shall announce such appointment in the *Teamster Magazine* and on the home page of the IBT website. The announcement of such appointments shall provide sufficient information about the appointee to demonstrate that the appointee meets the qualifications for experience and independence set forth in the IBT Constitution and this Final Order.

1989 CONSENT DECREE

55. Upon the effective date of this Final Order, and except as provided in this Final Order, this Final Order shall supersede and replace the 1989 Consent Decree.

EFFECTIVE DATE

56. The effective date of this Final Order shall be the date on which it is signed by the Court, and thereupon, this action shall be dismissed, subject to the provisions of this Final Order.

Dated: January 13, 2015

FRED BILARA

United States Attorney for the
Southern District of New York

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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

BRADLEY T. RAYMOND

General Counsel

International Brotherhood of Teamsters

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Fascimile No. (202) 624-6894

SO ORDERED:

HON. LORI T. A. PRISKA

UNITED STATES DISTRICT JUDGE

PERMANENTLY BARRED FROM THE IBT

Persons Permanently Barred from the IBT by Action Initiated by IRB

Aamo, Scott
 Abbate, Joseph
 Adema, Frank
 Adelstein, Bernard
 Agatros, John
 Agliano, Peter
 Akolski, John
 Allici, Victor
 Aliga, Joseph
 Alinone, Ralph J.
 Allicca, Francis
 Anthony, Gary
 Anton Anthony
 Buccaro, Frank
 Banc, Michael
 Bandiera, Salvatore
 Barbera, Salvatore
 Baron, Perry
 Baron, Thomas
 Barozzi, David
 Barretta, Jack
 Barretti, Jr., Philip
 Barroti, Philip
 Bavaro, Pasquale
 Bellanera, Andrew
 Belliochio, Scott
 Bennett, Eugene
 Bernhard, Nicolas
 Bernston, Joseph
 Elliott, John
 Biondo, Richard
 Bionni, Michael L.
 Enggle, Glen
 Bourgal, Michael
 Bravarski, Theodore J.
 Bravarski, Theodore M.
 Brown, Timothy
 Buckey, James
 Bullock, Joseph
 Bush, Earl D.
 Caagne, Anthony
 Caagne, Sr., Anthony
 Caesgro, Robert
 Caldwell, Walter
 Camedeo, Benjamin
 Cammarano, Jr., Joseph
 Cammarano, Sr. Joseph
 Canino, Sam
 Cantu, Arthur
 Casone, Albert
 Casone, Stephen
 Caraballo, Dominick
 Carbone, Michael
 Carbone, Ronald
 Caray, Ron
 Caruso, Michael
 Casman, George
 Cassano, Charles
 Castella, John
 Cataldo, Salvatore
 Centore, Charles
 Carbone, Thomas
 Chester, William
 Chester, Todd

Christi, Todd
 Chisano, George
 Ciesla, Richard
 Cimino, Joseph
 Ciner, Eugene
 Clancy, John
 Coi, James L.
 Compagn, John
 Congen, John
 Cornelli, Leo
 Cordato, Vincent
 Corralo, Gerald
 Costa, Theodore
 Costo, James Vincent
 Crapanzano, L. Robert
 Crapanzano, Pasquale
 Crapanzano, Patrick
 Crawford, Chuck
 Curro, Jasper
 Curro, Anthony
 Cutolo, William
 Czernel, Chester
 D'Amico, John
 D'Antonio, Robert
 D'Amico, Ralph
 D'Andrea, Ralph
 D'Angelo, Robert
 Daanicia, James
 DeAngelis, Louis
 Dellorusso, Patrick
 Delisanti, Ralph
 DeMatteo, Joseph
 DeStefano, Albert
 DiFranco, Peter M.
 DiGanci, Michael
 DiGiama, Nick A.
 DiLeonardi, Richard
 DiNardi, Anthony
 DiNardi, John
 DiSanto, Vincent
 DiTomasso, Maria
 Don, Michael
 Donohue, Dennis
 Doris, Maria
 Dringhele, Edward
 Doyle, Scott
 Dyrson, Ronald
 Eysoldt, Louis
 Faicon, Alfred
 Fantacone, Anthony
 Fapienza, Frank
 Fasulo, Philip
 Fattizi, Dino
 Fattizi, Vincent
 Fazio, John
 Federico, Vincent
 Feeney, Frank
 Feeney, Robert J.
 Feinberg, Barry
 Ferra, Vincent
 Ferchik, William
 Ferreri, John
 Ferrer, Ralph
 Festa, Modestino "Augie"
 Fields, Tom
 Finamore, Frank
 Forno, Ronald F.

Fishman, Harold
 Fionello, Dominick
 Florman, Theodore A.
 F. sco, Carmine
 F. sco, Dominick
 Galante, James
 Gallino, Andrew
 Gerardo, Edward
 Gerbano, Anthony
 Gerono, Lawrence
 Gellar, Mitchell
 Genovese, Jr., Michael
 Genovese, Vincent
 Genovese, William
 Georgopoulos, John
 Giannattasio, Maria
 Gibney, George
 Giannicola, Nicholas
 Girardo, Joseph
 Gimco, Joseph
 Gonzalez, Edwin
 Grandic, Nicholas
 Gramico, Pasquale
 Gugliano, Vincent
 Gugliemio, John F.
 Guidice, Dominick
 Hamilton, William
 Haroon, Paul
 Heitman, Richard
 Hein, Donald
 Horner, Warren
 Hickey, Dennis C.
 Hickey, Dennis E.
 Hittner, Elise
 Hittner, Jeffrey
 Hittner, Mark
 Hines, Seymour
 Hoff, Walter
 Hogan, Joseph
 Hogan, William T.
 Hohmann, John
 Houris, Mark
 Iannelli, Michael
 Ignar, Anthony
 Immerlick, Roger
 Innocentia, Frank
 Ingrassia, Joseph
 Immuato, Peter
 Isner, Raymond
 Jackson, James
 Jones, Mark
 Kaps, Bruce
 Kilus, John
 Katskowsky, Zlignizer
 Kasey, Joseph
 Lense, Chris
 Lanza, Charles
 Lanza, Louis
 Lanza, Clarence
 Lanza, Christine
 Laici, Randolph
 Levy, Richard
 Ligorzio, Daniel C.
 Lusia, Mia
 LeDolce, Joseph
 Liguificio, Nicholas
 Lunardi, Louis
 Lombardozzi, Camillo

Lombardozzi, Daniel
 Lombardozzi, George
 Long, John E.
 Lunari, Frank
 Luna, James
 Madakani, Michael
 Madonna, Ariello
 Maguire, Lawrence
 Mahoney, John S.
 Malconsido, Frusto
 Malona, Michael
 Mall, Robert
 Manera, Anthony
 Manfredi, Antonio
 Manfredi, Corrado
 Manfredi, Nick
 Mangino, David
 Manco, Frank
 Marchini, Michael
 Maraglano, Frank
 Martinelli, Henry
 Martinelli, John
 Martinelli, Robert
 Martinelli, Vincent
 Martines, Edward
 Massano, John
 Massano, John
 Mauro, Charles
 McKay, Robert
 McKim, Nellie
 McNamara, Dennis
 McNeil, James
 Meakin, John
 Mareschino, Peter
 Meyer, Charles
 Mazzuca, Emilio
 Miano, Dominick
 Miller, Albert
 Mito, Nicholas
 Minichino, Marco
 Mistrallo, Michael
 Mouraca, Angelo
 Mucci, James
 Mongelli, Paul
 Morabito, Alice
 Moran, John
 Morris, David
 Morris, Michael J.
 Morrison, Jerry
 Mosley, Cassandra
 Mule, Joseph C.
 Murray, Joseph
 Mussa, Giacomo "Sammy"
 Naphiano, Mons. St.
 Nardi, Nicholas
 Nave, Jerry
 O'Brien, Charles
 O'Donnell, Anthony
 O'Driscoll, James
 Orens, Valentine
 Paceione, Adina
 Paceione, Angela
 Padellaro, Joseph
 Palumbo, Angelo
 Palumbo, Angelo
 Palumbo, Thomas
 Parise, Nicholas J.
 Parise, Nicholas Sr.

Palmer, Larry
 Parrino, Anthony
 Passo, June
 Peccora, Joseph
 Perry, John
 Piccola, Anthony
 Picora, John
 Picora, Samuel
 Pierce, Benicio
 Pini, Joseph
 Picopio, Bernard
 Pina, Thomas
 Pitrone, Larry
 Policoni, Raymond
 Ponce, Armando
 Porta, Michael
 Porta, Raymond
 Prelli, Michael
 Proctor, Gary
 Proshon, John
 Purpura, Carl
 Raddi, Michael
 Rades, Richard
 Radice, Frank
 Rascio, Greg
 Raza, Anthony
 Rea, Armando
 Reynolds, Andrew
 Richardson, Robert
 Richardson, Gary
 Riley, Robert
 Rizzo, Anthony
 Rizzo, Patricia
 Rizzo, Christopher
 Roubin, Joseph
 Roubotto, Nicholas
 Roodas, Donny
 Rodzick, Edward
 Rossini, Thomas
 Ross, Charles
 Ross, Josef
 Rumora, Anthony
 Rumora, Louis
 Russo, Michael
 Ryan, Thomas
 Ryan, Timothy
 Sabbo, Dominic
 Sainato, Anthony
 Salcedo, Sergio
 Salento, Dino (Charles)
 Salento, Frank
 Saltramacha, Harry
 Salsone, Robert
 Santoro, Gene
 Sass, Gary
 Sasso, Robert
 Scalfici, Anthony
 Scala, Perry
 Scata, Michael
 Scalza, Robert
 Schweitzer, Henry
 Sciorta, Michael
 Stagnamiglio, James
 Staley, Christopher
 Selvaggi, Warren
 Senese, Dominic
 Senese, Lucian
 Senter, Anthony M.

Siracusa, Anthony
 Sirico, Robert
 Skeris, Robert
 Slewsan, Bradley A.
 Slewsan, Bradley D.
 Slemko, Daniel
 Sombrotto, Vincent
 Sorice, Pasquale
 Spada, John
 Spalring, Stanley
 Spencer, Robert
 Sperandio, John
 Spikes, Jr., Willie
 Sparzo, Carlo
 Sta. five, Joseph
 Stein, Larry
 Stels, Ronald
 Taenico, Joseph
 Tamis, Henry
 Taylor, John
 Terribasso, Bernard
 Testa, Blom
 Tomassoli, Michael
 Torre, Joseph
 Tortolici, Philip
 Trencato, Joseph
 Triano, Robert
 Tripodi, Stephen
 Trovati, John
 Turci, Anthony
 Uzzo-Ferraro, Michael
 Valerio, David
 Valerio, Guido
 Vella, Sam
 Venderberg, Dennis
 Veningla, Pasquale
 Vera, Arcadio
 Viglioni, Joseph
 Viglioni, Vincent
 Viscardi, Frank S.
 Vulpis, Daniel Jr.
 Vulpis, Daniel Sr.
 Vulpis, Dominic
 Vulpis, Dominick
 Walach, David
 Weinberg, Brian
 Weinberg, Sheldon
 Werthmann, Thomas
 Whitey, Sam
 Wilson, Jeffrey
 Wilson, Robert
 Wisniewski, Brady
 Wroblewski, Joseph
 Wolf, Rita
 Yanucci, Joseph
 Yera, Maria
 Zampocchia, John
 Zappi, Anthony
 Zanga, Daniel

Persons Permanently Barred by Action of the IBT Independently of the IRB

Casazza, George

ELECTION SUPERVISOR'S REPORT

THE 2015-2016 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION IS STARTING

Election Supervisor Appointed

Proposed Election Rules Are Open for Member Comments

The IBT elects its international officers every five years and the process of the 2015-2016 election is about to start. This process, independently supervised by an Election Supervisor, starts with adoption of Election Rules. Under these rules, local unions will elect delegates to the June 2016 IBT Convention, where candidates for international office will be nominated. The election for contested international officer positions will be decided by every-member balloting in Fall 2016. The rules and procedures for the 2015-2016 international officer election will be basically the same as in the 2010-2011 election.

APPOINTMENT OF THE ELECTION SUPERVISOR, 2015-2016

The IBT and the United States Government have selected Richard W. Mark as Election Supervisor for the 2015-2016 IBT International Union Delegate and Officer Election. Mr. Mark served as Election Supervisor for the 2005-2006 and 2010-2011 international officer elections. The IBT and the Government will jointly agree on an individual to serve as Election Appeals Master.

The impartial Election Supervisor is responsible for supervising and conducting a fair, free, democratic, and informed election process. More information is available at the Election Supervisor's website, www.ibtvote.org.

The address of the Election Supervisor's Office is:

Richard W. Mark
Office of the Election Supervisor
for the International Brotherhood of Teamsters
1050 17th St., N.W., Suite 375
Washington, D.C. 20036
Phone: 1-202-429-8683
1-844-428-8683 (202-IBT-VOTE) (Toll Free)
Email: ElectionSupervisor@ibtvote.org

PROPOSED RULES – COMMENT PERIOD ENDS ON MAY 22, 2015.

You are invited to comment on the proposed *2016 Rules*.

The proposed *2016 Rules* are substantially the same as rules used in previous IBT international officer elections, specifically the *2011 Rules*. A guide to the significant differences between the *2016 Rules* and the *2011 Rules* will be posted at www.ibtvote.org.

Copies of the proposed *Rules for the 2015-2016 IBT International Union Delegate and Officer Election* (the "*2016 Rules*") have been transmitted to IBT local unions, Joint Councils, General Committees of Adjustment, System Federations, and to interested independent committees. The IBT and the Government have provided for a thirty (30) day period, starting April 22, 2015, during which IBT members and any other interested parties may submit comments on the proposed *2016*

Rules. The *2016 Rules* will be finalized and submitted to the United States District Court for the Southern District of New York for approval after June 1, 2015. You may obtain a copy of the proposed *2016 Rules* in pdf form by visiting our website at www.ibtvote.org or by calling or writing the Election Supervisor's Office to request a copy.

Please submit comments in writing to the Election Supervisor, either at the address listed above or by email to ElectionSupervisor@ibtvote.org. **Written comments concerning the proposed *2016 Rules* must be received by 5:00 pm (eastern daylight time) on May 22, 2015.** Comments received by that deadline will be considered by the IBT, the Government and the Election Supervisor before the rules are issued in final form.

After the comment period, the Government and the IBT will ask the U.S. District Court for the Southern District of New York to approve the *2011 Rules*, to be effective as of May 1, 2015, with any changes agreed to by the parties after considering the comments. **Although the *2016 Rules* will not be formally approved by May 1, 2015, as of that date the Election Supervisor will begin administering the *2016 Rules* as proposed for approval. Members, candidates, independent committees and all affiliates must abide by the proposed *2016 Rules*, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.**

As in 2011 and 2006, international officer campaigns will be required to report on their fundraising and expenditures using the electronic Campaign Contribution and Expense Reporting System ("CCERS"). Any individual who anticipates participating in the election as an international officer candidate, or any independent committee that anticipates participating in the 2016 election, should contact the election office after April 30, 2015 for information about establishing a CCERS account.

FIRST STAGES

The first phase of the election involves planning for and overseeing election of delegates to the 29th International Convention.

- *Seasonal food industry local unions.* A few local unions with a significant number of members employed by seasonal food industry employers must submit local union election plans by June 1, 2015, and will conduct nominations and elections between July 1 and November 1 of this year. OES will notify the locals in question.
- *Local Unions electing delegates at the same time as local union officer elections.* Plans for delegate nominations and elections that may be held in the Fall (concurrently with local union officer elections) are due by June 30, 2015. Those nominations and elections will be conducted between September 1, 2015 and January 3, 2016.
- *All other local unions.* All other local union plans for delegate nominations and elections starting in January 2016 are due by September 30, 2015.

We will provide updates on our work for the 2015-2016 IBT International Union Delegate and Officer Elections in upcoming issues of the *Teamster* and other official publications of the IBT, as well as on the OES website, www.ibtvote.org.



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