

**REPORT TO ALL MEMBERS
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS**

FROM: The Independent Disciplinary Officers

Hon. Barbara S. Jones
Robert D. Luskin, Esq.

DATED: May 23, 2024

I. INTRODUCTION

The following is Magazine Report 2 of the Independent Disciplinary Officers ("IDO") for 2024 regarding activities from February 20, 2024, through May 23, 2024, conducted pursuant to the Final Agreement and Order of February 17, 2015.

II. PROGRESS OF EXISTING MATTERS

A. Steve Beck, Stu Helfer, Stacy Murphy, Lou Valletta, Scott Gonsalves, Joel Bellison, and Mike Fritz (Local 853) Dave Hawley, Carlos Borba, Mark Gleason, Peter Nuñez, and Doug Block (Joint Council 7); and Jason Rabinowitz (Local 2010)

As previously reported, on July 18, 2023, the IIO issued a report to the IBT General President recommending charges against the above-captioned respondents. The IIO recommended that Respondents Beck, Helfer, Murphy, Hawley, Borba, Gleason, Nuñez, Bloch, and Rabinowitz be charged with failure to cooperate with the independent disciplinary process by knowingly enabling former International Vice President Rome Aloise to exercise authority from which he was suspended by order of the

Independent Review Officer. The IIO further recommended that Respondents Beck and Murphy be charged with bringing reproach upon the IBT by making false statements in the Independent Disciplinary process. The IIO further recommended that Respondents Helfer, Murphy, Valletta, Gonsalves, Bellison, and Fritz be charged with bringing reproach upon the IBT by permitting and making expenditures of Union monies without proper authorization.

The full charge referral was published as a supplement to the August 28, 2023 report at <https://irbcases.org/>. The above-referenced report was the last of three planned charge referrals arising solely from misconduct of persons who enabled and permitted Aloise to violate his suspension order.

On August 16, 2023, the General President adopted and filed the charges recommended by the IIO. The General President also adopted two additional charges against Hawley for his actions in communicating with Aloise after the IRO issued an associational ban against him and for making false statements to the IBT about those communications. Pursuant to Paragraph 32 of the Final Order, the General President was required within 90 days of the IIO's referral (i.e., by Tuesday, November 14, 2023) to file with the IRO written findings setting forth specific actions taken and the

reason for such actions. On August 18, 2023, the IBT requested 90-day extension of time, which request the IRO granted.

1. Murphy, Valetta, Gonsalves, Bellison, Fritz, and Rabinowitz

On November 13, 2023, the IBT submitted proposed settlements with respect to the following respondents:

- Murphy: 13 months suspension from IBT positions**
- Valetta: 30 days suspension from IBT positions**
- Gonsalves: 30 days suspension from IBT positions**
- Bellison: 30 days suspension from IBT positions**
- Fritz: 30 days suspension from IBT positions**

Under all the proposed agreements, the suspensions would not affect membership or continuous good standing provided dues were paid. Each for the duration of his or her suspension agreed not to accept any form of compensation from IBT entities except salary or benefits earned, accrued, or vested prior to the effect date of suspension. Each agreed for the duration of his or her suspension to refrain from involvement in the affairs of any IBT entity and not to serve as an employee or consultant of any IBT entity, whether paid or unpaid.

The IRO found the settlements not inadequate on November 30, 2023.

Also on November 13, 2023, the IBT submitted a proposed settlement with Jason Rabinowitz, the substantive terms of which would require that by no later than April 1, 2024, Rabinowitz would begin serving a 60-day suspension from positions as LU 2010 Principal Officer, President of JC-7, and from additional positions as Regional Representative for the IBT Public Services Division and Trustee to the WCTPTF. The proposed agreement contained similar terms to those of the foregoing respondents with respect to receiving compensation or being involved with IBT entities during the suspension.

On November 30, 2023, the IRO requested further information regarding Rabinowitz, which was subsequently received. On March 22, 2024, the IRO approved the settlement with Rabinowitz.

2. Hawley, Bloch, Nuñez, Gleason, and Borba

On December 14, 2023, the IBT submitted the following proposed settlements with respect to five additional respondents:

Hawley¹:	5 years suspension from IBT positions
Bloch:	6 months suspension from IBT positions
Nuñez:	2 months suspension from IBT positions
Gleason:	2 months suspension from IBT positions
Borba:	2 months suspension from IBT positions

¹ The proposed settlement with respect to Hawley contemplated both the IIO-recommended charge as well the additional charges brought by the IBT.

Each proposed settlement contained terms similar to those in the November 13, 2023 proposals regarding membership, continuous good standing, receiving compensation or being involved with IBT entities during the suspension. The IRO approved the settlement with respect to Hawley on February 28, 2024. She approved the settlements with respect to Borba, Gleason, and Nuñez on March 1, 2024, and approved the settlement with respect to Bloch on March 15, 2024.

3. Beck and Helfer

A hearing was held before an IBT Panel on November 14, 2024 with respect to respondents Beck and Helfer. The Panel rendered an opinion sustaining both charges against both respondents and recommending a penalty of 12 months suspension from office each for Beck and Helfer, which findings and recommendations the General President adopted on February 23, 2024.

Pursuant to Paragraph 33 of the Final Order, the IRO has the authority to review IBT disciplinary decisions in matters referred by the IIO. On March 5, 2024, the IRO invited submissions from the IIO, the IBT, and the respondents. All parties made their submissions and any applicable counter-submissions by April 24, 2024. The decision with respect to respondents Beck and Helfer is before the IRO.

This matter is now closed with respect to the IIO's recommended charges against Respondents Murphy, Valletta, Gonsalves, Bellison, Fritz, Hawley, Borba, Gleason, Nuñez, Block, and Rabinowitz. The adequacy of the IBT's response to the charges against Beck and Helfer is before the IRO.

B. Former Officers and Employees of Local 890 Crescencio Diaz, Luis Flores, Irwin Flores, and Jesús Rangel

As previously reported, on February 14, 2024, the IIO issued a report to the IBT General President recommending charges against Crescencio Diaz, Luis Flores, Irwin Flores, and Jesús Rangel, as former officers or employees of Local 890, formerly of Salinas, CA. (Subsequent to the events giving rise to the charge recommendation, Local 890 was merged with Local 856 in San Bruno, CA.) The IIO recommended that Diaz, Luis Flores, and Irwin Flores be charged with failure to cooperate with the IIO by producing false records in response to an IIO document request and by false testimony in IIO sworn examinations. The IIO further recommended that Diaz be charged with bringing reproach upon the IBT for failure to take appropriate action against a subordinate engaging in inappropriate conduct in the workplace. The IIO further recommended Rangel be charged with engaging in a pattern of inappropriate behavior with the intent to degrade or demean a fellow Teamster while in the workplace.

The full charge referral was published as a supplement the February 19 report at <https://irbcases.org/>, under the IDO Magazine Reports section of the website.

On April 30, 2024, the IBT submitted proposed settlement agreements under which each of the four respondents agreed to terms of suspension from all IBT positions. The terms provided that the suspensions would not affect membership or continuous good standing provided dues were paid. Each respondent for the duration of his suspension would agree not to accept any form of compensation from IBT entities except salary or benefits earned, accrued, or vested prior to the effect date of suspension. Each would agree for the duration of his or her suspension to refrain from involvement in the affairs of any IBT entity and not to serve as an employee or consultant of any IBT entity, whether paid or unpaid. The duration of the proposed suspensions were as follows:

Crescencio Diaz:	5 years
Luis Flores:	1 year
Irwin Flores:	9 months
Jesús Rangel:	6 months

The IIO did not object to the proposed resolutions, and the IRO approved the settlements on May 2, 2024. The matter is now closed.

III. ONGOING INVESTIGATIONS

The IIO is currently conducting a number of investigations throughout the country. The IIO has also received and processed approximately 60 additional reports of alleged improprieties during the time period of this report.

The IDOs do not comment on ongoing investigations or identify areas or conduct under investigation until a formal recommendation of charges is served upon the IBT pursuant to the Final Order.

IV. TOLL-FREE HOTLINE

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 ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area on a dedicated line accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties that fall within IIO jurisdiction by calling 1-800-CALL-472 (800-225-5472).

V. CONCLUSION

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning

allegations of wrongdoing or corruption, you may call the toll-free hotline number, or write to the Independent Investigations Officer Robert D. Luskin at:

Office of the Independent Investigations Officer
1515 N. Courthouse Rd, Suite 330
Arlington, VA 22201