

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

FROM: The Independent Disciplinary Officers

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

DATED: March 31, 2025

I. INTRODUCTION

The following is Magazine Report 1 of the Independent Disciplinary Officers ("IDO") for 2025 regarding activities from October 7, 2024, through March 30, 2025, conducted pursuant to the Final Agreement and Order of February 17, 2015.

II. PROGRESS OF EXISTING MATTERS

A. Local 896 Principal Officer Phil Cooper and Office Manager and Recording Secretary Darlene Bradley.

On June 24, 2024, the IIO issued a report to the IBT General President recommending charges against Phil Cooper (Principal Officer) and Darlene Bradley (Office Manager and Recording Secretary) of Local 896 in Pasadena, CA. The IIO recommended that Cooper be charged with failing, in general, to enforce internal accounting controls by permitting and condoning Local 896's bookkeeper to disburse union funds by electronic funds transfer (EFT) without obtaining required written authorizations or

signatures from designated local officials, and in particular, by permitting Bradley to issue EFTs to herself in sums greater than were authorized. The IIO also recommended that Bradley be charged, in general, with disbursing union funds via EFT without obtaining required written authorization or signatures of designated local officials, and in particular, by paying sums to herself by EFT that were greater than were authorized. The IIO further recommended that Bradley be charged with failure to cooperate with the Independent Disciplinary process by making false statements at an IIO sworn examination concerning the transactions at issue.

The full charge referral has been published as a supplement a to the 2024-3 Report, available at <https://teamsterido.org>, under the "Magazines" heading.¹

Pursuant to Paragraph 32 of the Final Order, the IBT was required to make written findings setting forth the specific action taken and the reasons therefore within 90 days of the IIO's referral (i.e., by Monday, September 23, 2024). Pursuant to Paragraph 32, the IBT requested an extension to submit its written findings, which was granted by the IRO to November 25, 2024.

¹ Additional information, rulings, and notices of hearings related to this and other ongoing matters will be published to the same website going forward.

On November 25th, the General President adopted and filed the charges described in the IIO's June 24, 2024 report. Contemporaneously with the adoption of the charges, counsel for the IBT submitted findings of an investigation regarding the merits of the charges they performed along with proposed settlement agreements with each of the two charged parties for the IRO's review pursuant to ¶ 36 of the Final Order.

The IBT's proposed settlement with Mr. Cooper provided, in substantive part, that he would agree to be suspended without pay for one week, which period would affect neither his membership nor continuous good standing, provided he paid dues covering the period and complied with all other requirements for the maintenance of good standing. The proposed settlement further provided that Mr. Cooper would not receive compensation during the period of his suspension, other than any compensation or benefits accrued prior to the effective date of the suspension (including pension, vacation, or other benefits under existing plans or programs). He would receive no health allowances and would be personally responsible for any contributions required to maintain eligibility for health or other benefits. He would agree to refrain from any and all involvement in any IBT entity, and not to accept appointment or hiring as an employee or consultant for such an entity, whether paid or unpaid.

The IBT's proposed settlement with Ms. Bradley provided, in pertinent part, that Ms. Bradley would, upon the approval of the settlement by the IRO, make a personal check payable to Local Union 896 in the amount of \$1,100, such sum representing the eleven payments of \$100 she received in 2017-2018 that did not receive proper approvals. Under the terms of the proposed settlement, Ms. Bradely denied any intent to misappropriate funds, and affirmatively asserted her contemporaneous understanding that the payments she received had been properly approved.

On March 11, 2025, the IRO determined that the IBT's response to the charges, including the proposed settlements with Mr. Cooper and Ms. Bradely, were inadequate within the meaning of ¶ 36 of the Final Order. In particular, the IRO found that in lieu of scheduling a hearing (the "typical[]" path to determination of the substance of IIO allegations), the IBT instead undertook its own investigation into the allegations. Based on "certain new information" as well as other evidence (not fully disclosed or examined in a form suitable for review by the IRO), the IBT asserted that it would be unable to successfully present the charges to a hearing committee. The IRO determined that the IBT's reliance on its own investigative findings about the merits of the allegations—without the benefit of a full and thorough examination of the evidence or an appropriately developed record for her

evaluation and consideration—rendered her unable to make a determination regarding the reasonableness of the proposed settlements.

The IRO ordered the IBT to “promptly” convene a hearing panel “so that a proper evaluation of the evidence can be made.” The IBT was ordered to respond with its intentions by March 18, 2025; on that date, the General President reissued the charges in the IIO’s charge report, and that the IBT would empanel a hearing against the two respondents.

III. ONGOING INVESTIGATIONS

The IIO is currently conducting a number of investigations throughout the country. The IIO has also received and processed approximately 107 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 AND WEBSITE

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).

You may also access information relating to the IDO Process, the Disciplinary Officers themselves, as well as updated filings and notices of hearings in ongoing matters by visiting the IDO's website, located at <https://teamsterido.org>. It is also possible to report misconduct online securely and (if you choose) anonymously by clicking "Report Misconduct".

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, report online, 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