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May 18, 2021

Via Electronic Mail

James P. Hoffa
General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

Re: Charges Against Todd Mendez

Dear General President Hoffa:

I write pursuant to Paragraph 34 of the Final Agreement and Order (the "Final Order"), approved on February 17, 2015, in *United States v. International Brotherhood of Teamsters, et al.*, 88 Civ. 4486 (LAP), regarding the procedures in the above referenced matter. In a letter dated April 20, 2021, the IBT concluded that it is not willing to take further action against Mr. Mendez at this time. Accordingly, a de novo hearing on the remaining charges against Mr. Mendez is necessary.

Prior to scheduling the hearing, however, the parties shall inform me of an appropriate date, time and location that they will be available to conduct the hearing. Once a date and location is confirmed, I will issue a formal Notice of Hearing pursuant to paragraph 34 of the Final Order to Mr. Mendez.

Remaining Charges for the De Novo Hearing

As described in my letter dated April 6, 2021, I found the Panel's findings against Mr. Mendez adequate in part and inadequate in part. The Panel's findings with respect to certain allegations that I previously deemed adequate are dismissed. As such, the only charges that I will consider at the *de novo* hearing are those that I found to be inadequate.

Specifically, the charges to be considered at the *de novo hearing* are as follows:

Charge 1

1. Allegations pertaining to the disbursement of the anniversary bonus to Mr. Mendez as described in Charge 1 of the Charge Report.
2. Allegations pertaining to the disbursement of the vacation payments to Mr. Mendez and others as described in Charge 1 of the Charge Report. This includes anniversary bonuses paid to Patricia Henry that were booked as vacation payments.
3. Allegations described in Charge 1 of the Charge Report that Mr. Mendez breached his fiduciary duties by failing to ensure that members' dues payments were posted to TITAN.

Charge 2

I determined that the Panel's findings with respect to Charge 2 were inadequate. As such, I will hear evidence pertaining to Charge 2 in its entirety.


Charge 3

The only remaining allegations with respect to Charge 3 are the threats made against Robert Browning. Accordingly, I will only hear evidence with respect to the allegations described in Charge 3 that Mr. Mendez brought reproach upon the union and violated his oath by threatening, and threatening to retaliate against, Mr. Browning.

Procedural Order

In its April 20th letter, the IBT asked me to consider specific information pertaining to the charges that I found to be inadequate should I proceed with a *de novo* hearing in this matter. As I am ordering a *de novo* hearing, I am making these considerations part of the record and will afford them the appropriate weight they deserve.

Sincerely,


Hon. Barbara S. Jones (Ret.)
Independent Review Officer

cc: Bradley Raymond, Esq.
Robert D. Luskin, Esq.
David Kluck, Esq.
Daniel Healy, Esq.
Todd Mendez