

IN RE: Todd Mendez

**INDEPENDENT REVIEW OFFICER'S
REVISED NOTICE OF HEARING**

TO: Todd Mendez
9950 Conejo Road
Santee, California 92071-1524
tcmendez72@gmail.com

1. PLEASE TAKE NOTICE THAT, in accordance with the Rules Governing the Authorities of Independent Disciplinary Officers and the Conduct of Hearings (“IDO Rules”), a copy of which is enclosed, the Independent Review Officer (“IRO”) has determined that a *de novo* hearing in the above-referenced matter shall commence on or about October 22, 2021 and October 23, 2021 at 10:00 a.m. at the Cortez Hill Meeting Room in the Grand Hyatt Hotel located at One Market Place, San Diego, California 92101.

2. PLEASE TAKE FURTHER NOTICE THAT, a copy of the Independent Investigations Officer’s (“IIO”) Investigative Report have previously been sent to you. The purpose of the hearing shall be to determine whether the Charges filed against you are supported by a preponderance of reliable evidence. (IDO Rules at Section C).

3. PLEASE TAKE FURTHER NOTICE THAT, you have the right to be represented at the hearing by counsel or by an IBT member. (IDO Rules at Section E).

4. PLEASE TAKE FURTHER NOTICE THAT, at the hearing, the parties, including the IIO, shall be permitted to present any facts, evidence, or testimony that is relevant to the issues before the IRO. (IDO Rules at Section K).

5. PLEASE TAKE FURTHER NOTICE THAT, the hearing shall be conducted under the IDO Rules and the procedures generally applicable to labor arbitration hearings. (IDO Rules at Section H).

6. PLEASE TAKE FURTHER NOTICE THAT, a court stenographer will be present at the hearing. (IDO Rules at Section I).

7. PLEASE TAKE FURTHER NOTICE THAT, if the proposed charges contained in the IIO's Charge Report are sustained, the IRO shall have the authority to impose any discipline authorized by the IBT Constitution, the Final Agreement and Order of February 17, 2015 entered into between the Government and the IBT in *United States v. IBT*, 88 Civ. 4486 (S.D.N.Y.) and applicable law. (IDO Rules at Section O).

8. PLEASE TAKE FURTHER NOTICE THAT, after the hearing, the IRO shall issue a written decision, with copies to be sent to you, the IIO, the General President, and the IBT General Executive Board. (IDO Rules at Section O).

9. PLEASE TAKE FURTHER NOTICE THAT, the decision of the IRO shall be final and binding. (IDO Rules at Section O).

DATED: August 13, 2021

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

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