

## INDEPENDENT DISCIPLINARY OFFICERS

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

Independent Investigations Officer  
Robert D. Luskin, Esq.

October 9, 2023

### Via Electronic Mail

Edward M. Gleason  
General Counsel  
International Brotherhood of Teamsters  
25 Louisiana Avenue, N.W.  
Washington, DC 20001

Re: Charges Against Dennis Hart

Dear Mr. Gleason:

On July 27, 2023, I received the Report and Recommendations of the IBT Hearing Panel (“Panel Report”) appointed to hear the charges against Local 853 member Dennis Hart. On September 14, 2023, I notified the IBT of my determination that the Panel Report was “inadequate” with respect to the penalty in this matter. On October 4, 2023, I received the IBT’s response, which addressed the deficiencies previously identified.

Based on the October 4th response, I find the Panel’s decision to be “not inadequate.” Accordingly, the sanction against Mr. Hart is modified as follows:

- (1) a one-year suspension from IBT membership with a full associational ban (meaning, Hart is banned from communicating in any manner with IBT officers, employees, and members with the limited exception noted below); and
- (2) a five-year ban from running for office or having any leadership role, paid or unpaid, in any IBT-affiliated entity, or conducting union business in any way.

Consistent with prior precedent, I find that certain exceptions to the associational ban are warranted.<sup>1</sup> Teamsters, including family members, may have contact with Mr. Hart in social settings, however, they are prohibited from discussing any of the affairs or business of the

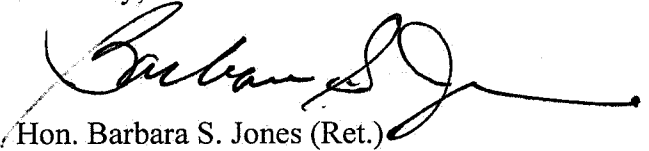
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<sup>1</sup> The Panel also found that Hart should be permitted to communicate with Teamsters in obtaining and managing his earned retirement and/or health care benefits.

Teamsters with Mr. Hart. This prohibition includes, but is not limited to, seeking Mr. Hart's advice or consultation regarding Teamster business, affairs or activities; soliciting or engaging Mr. Hart in connection with any type of Teamster business, affairs or activities; allowing Mr. Mart to participate in any Teamster sponsored events; and/or allowing Mr. Hart to participate in local union or International officer elections in any way. To be clear, no Teamster shall discuss or conduct any Teamster business with Mr. Hart. Teamsters are also prohibited from permitting Mr. Hart 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.

Teamsters who violate this order shall be subject to disciplinary action by the Independent Disciplinary Officers.

Sincerely,

A handwritten signature in black ink, appearing to read "Barbara S. Jones", with a long horizontal flourish extending to the right.

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

cc: Robert D. Luskin, Esq.  
David Kluck, Esq.  
Jeffrey J. Ellison, Esq.  
Brian T. Kelly, Esq.  
Joshua C. Sharp, Esq.  
Patrick J. Szymanski, Esq.