

## INDEPENDENT DISCIPLINARY OFFICERS

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

Independent Investigations Officer  
Robert D. Luskin, Esq.

February 28, 2022

### Via Electronic Mail

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

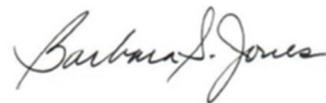
Re: Charges Against Michael Philbeck and Ron Merrifield

Dear General President Hoffa:

On January 26, 2022, I received the Report and Recommendations of the IBT Hearing Panel ("Panel Report") appointed to hear charges against Local Union 651 members Michael Philbeck and Ron Merrifield. On February 21, 2022, I notified the IBT of my determination that the Panel Report was "inadequate" with respect to the penalty in this matter. On February 23, 2022, I received the IBT's response, which addressed the deficiencies previously identified.

Based on the February 23rd response, I find the Panel's decision to be "not inadequate."

Sincerely,



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

cc: Bradley T. Raymond  
Robert D. Luskin  
David Kluck  
Daniel Healy  
Local 651

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA  
General President

25 Louisiana Avenue, NW  
Washington, DC 20001



KEN HALL  
General Secretary-Treasurer

202.624.6800  
www.teamster.org

February 23, 2022

## VIA EMAIL & UPS

Mr. Michael Philbeck  
1520 Frog Branch Road  
Paint Lick, KY 40461

Mr. Ron Merrifield  
3465 Flintridge Drive  
Lexington, KY 40517

Re: Amended Decision Concerning Charges Against Michael Philbeck  
and Ron Merrifield

Dear Sirs and Brothers:

I have carefully reviewed the IRO's correspondence of February 21, 2022 (copy enclosed), and have determined to amend my decision in the above referenced matters as follows:

Brother Philbeck shall be immediately barred from holding any office or employment with Local 651 or any other affiliate of the IBT, including benefit funds and any employment by the Local or other affiliates as a contractor or consultant, for a period of five years or until the restitution set forth below has been paid in full, whichever occurs later. Effective immediately, Brother Philbeck shall be liable to Local 651 for \$33,795.51, which comprises the amounts he improperly caused the Local to pay to himself and to two business agents. This amount shall be reduced in the event and to the extent that the two business agents repay the Local for the payments they improperly received. In addition, and also effective immediately, neither Local 651, the IBT nor any other IBT affiliates may pay Philbeck, nor may he accept, any salary, gratuities, gifts, severance payments, allowances, consulting fees, benefit payments or contributions or other compensation of any kind, directly

Mr. Michael Philbeck  
Mr. Ron Merrifield  
February 23, 2022  
Page 2

or indirectly, except that he may receive fully vested or accrued pension or other benefits he has already earned under any existing benefit plans or programs maintained or sponsored by Local 651, the IBT or any affiliates of the IBT. In addition, Brother Philbeck shall be immediately suspended from membership in Local 651 and the IBT for a period of three years or until the restitution set forth above has been paid in full, whichever occurs later.

In all other respects, my decision of January 25, 2022 shall remain in effect.

Fraternally yours,

  
James P. Hoffa  
General President

JPH/brc  
Enclosure

cc: Hearing Panel  
General Executive Board  
Robert D. Luskin, Esq. Independent Investigations Officer  
Hon Barbara Jones, Independent Review Officer  
James Brandt, President, Local 651  
Fred Zuckerman, President, Joint Council 94  
Roland R. Acevedo, Esq.