

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SEAN M. O'BRIEN
General President

25 Louisiana Avenue, NW
Washington, DC 20001



FRED E. ZUCKERMAN
General Secretary-Treasurer

202-624-6800
www.teamster.org

November 13, 2023

VIA EMAIL

Hon. Barbara Jones
Bracewell LLP
31 W. 52nd Street
Suite 1900
New York, NY 10019-6118

Re: Proposed Settlement Agreement to Resolve Charges against Stacy Murphy

Dear Judge Jones:

Enclosed please find an Affidavit and Agreement signed by Stacy Murphy which, if accepted, would resolve the charges the IIO recommended against her.

The IIO alleged in paragraphs 46-52 and 68-73 of its Memorandum Recommending Charges, dated July 18, 2023, that Ms. Murphy engaged in conduct and communications prohibited by the terms of Rome Aloise's suspension, and also that Ms. Murphy violated proper procedure for the authorization of expenditures made by Local Union 853.

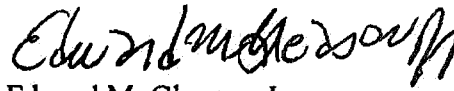
In sum, the Agreement provides that, upon approval:

1. Ms. Murphy will immediately serve a suspension of 13 months from her position as Teamsters Local 853 Business Agent and, during that time, will not hold any positions within the IBT nor will she accept any salary, allowances, benefits contributions, or other payments or compensation of any kind by any IBT entity; and
2. Ms. Murphy has agreed that, during her suspension, she will refrain from "any and all involvement in any IBT entity" and she will not be "appointed or hired as an employee or consultant by any of them, whether in a paid or unpaid capacity."

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November 13, 2023
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If you have any questions, please do not hesitate to contact me.

Very truly yours,



Edward M. Gleason, Jr.
General Counsel

Enclosure

EMG/pjp

cc: Stacy Murphy, (nbiale@shertremonte.com)
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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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|-------------------|---|-------------------------|
| In the matter of: |) | |
| |) | |
| Stacy Murphy |) | Affidavit and Agreement |
| |) | |
| |) | |
| |) | |

STACY MURPHY, being duly sworn, deposes and says, and agrees as follows:

1. On or about July 18, 2023, the Independent Investigations Officer ("IIO"), appointed pursuant to the Final Order, dated February 17, 2015, in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (SDNY)(the "Final Order"), recommended that the following charges be filed against me: bringing reproach upon the IBT by enabling and permitting Rome Aloise to violate his suspension; bringing reproach upon the IBT by making false statements in the independent disciplinary process; and bringing reproach upon the IBT by permitting and making expenditures of union monies without proper authorization or without a legitimate union purpose.
2. General President O'Brien subsequently adopted the IIO's charge report without having made any judgment as to the underlying merits and referred the charges to a panel for a hearing.
3. I make this Affidavit and Agreement (the "Agreement") to resolve the IIO-recommended charges described in paragraph 1. This Agreement does not constitute an admission or denial of the wrongdoing alleged in these charges.
4. I represent and agree to the following:
 - (a) I am a member of the International Brotherhood of Teamsters and a member of IBT Local 853.
 - (b) I am employed in the following positions by Local 853 and/or IBT: Business Agent. Other than the foregoing, I currently hold no other elected or appointed positions or offices of any kind with the IBT, Local 853 or any of their affiliated entities, including any other locals, superior bodies, inferior bodies, conferences, councils, committees, division, pension, health, welfare, severance plans or other such entities ("IBT entities");

5. I hereby agree that effective upon when this Agreement is approved by the Independent Review Officer ("IRO"), I will be suspended, without pay and benefits, from any and all positions with any IBT entities for a period of 13 months. The suspension will not affect my membership and continuous good standing in Local 853, provided I pay dues covering that period and otherwise maintain my membership in good standing.

6. I hereby further agree that during the period of my suspension from office, no IBT entities shall pay me, nor shall I accept, any salary, gratuities, gifts, payments, allowances, fees, benefit payments or contributions or any other compensation of any kind, except that I may receive any compensation or benefits which have accrued to me prior to the effective date of my suspension, including any fully vested or accrued (as of the effective date of my suspension) pension, vacation or other benefits under any existing benefit plans or programs maintained or sponsored by any IBT entities. In addition, I may receive payment for any salary or expenses I incurred with my work on behalf of any IBT entity prior to the effective date of my suspension and in accordance with existing policies and procedures of the relevant IBT entity. For the period of my suspension, I will not receive any expense allowances and will be responsible for personally paying any contributions required to maintain my eligibility for health or other benefits under the applicable plans.

7. I hereby further agree that from the effective date of my suspension and during the entire period of my 13 month suspension, I will refrain from any and all involvement in any IBT entity and cannot be appointed or hired as an employee or consultant by any of them, whether in a paid or unpaid capacity.

9. I understand and agree that this Agreement will be submitted to the Independent Review Officer ("IRO") for her review. Approval by the IRO makes this agreement final and binding. I understand that no representations have been made as to whether this Agreement will be approved by the IRO. If this Agreement is not approved by the IRO, this Agreement is null and void.

10. I make this Agreement freely, under no duress or coercion of any kind.

11. I will transmit this Agreement, signed by me, to the IBT.

Stacy Murphy
Stacy Murphy

Dated: 11-8-23

State of California

County of Alameda

Subscribed and sworn to (or affirmed) before me on this 8th day of November 2023, by Stacy R. Murphy, proved to me on the basis of satisfactory evidence to be the person who appeared before me.



Signature Ivan Fong

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

AGREED:

Edward M. [Signature]

Dated: 11/13/23

for the International Brotherhood of Teamsters

APPROVED:

[Signature]
Independent Review Officer

Dated: 11/30/23