

# INDEPENDENT DISCIPLINARY OFFICERS

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Independent Review Officer  
Hon. Benjamin R. Civiletti

Independent Investigations Officer  
Hon. Joseph E. diGenova

SENT VIA UPS NEXT DAY AIR

Administrator  
John J. Cronin, Jr., CPA

August 9, 2016

Mr. Rome Aloise  
7750 Pardee Lane  
Oakland, California 94621

Re: Independent Review Officer's Hearing on Charges  
Against International Vice President, Joint Council 7  
President, and Local 853 Principal Officer Rome Aloise

Dear Mr. Aloise:

Enclosed please find a Notice of Hearing for the above-referenced charges against you. The de novo hearing, under paragraph 34 of the Final Order, in this matter before the Independent Review Officer is scheduled for October 11, 2016 at 10:00 a.m. in San Francisco at a location to be determined. At the hearing you may present any evidence relevant to the charges against you and be represented by counsel. You have been previously provided the Charges, Investigative Report and Exhibits in this matter.

In accordance with the enclosed Rules, you are responsible for providing a court stenographer at the hearing.

Very truly yours,

Independent Review Officer  
Honorable Benjamin R. Civiletti

By: \_\_\_\_\_

  
John J. Cronin, Jr.  
Administrator

Enclosures

cc: Joseph E. diGenova, Esq.  
Bradley T. Raymond, Esq.  
Edward A. McDonald, Esq.  
Viet D. Dinh, Esq.

Pursuant to the Consent Order of the United States District Court of the S.D.N.Y.  
United States-v-International Brotherhood of Teamsters 88 CIV.4486 (LAP)

IN RE: Rome Aloise

INDEPENDENT REVIEW OFFICER'S  
NOTICE OF HEARING

TO: Mr. Rome Aloise  
International Vice President  
7750 Pardee Lane  
Oakland, California 94621

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 October 11, 2016 at 10:00 a.m. in San Francisco at a location to be provided.

2. PLEASE TAKE FURTHER NOTICE THAT, a copy of the Independent Review Board's ("IRB") Investigative Report and its attached exhibits have previously been sent to you. This case was transferred from the IRB to the IRO on February 17, 2016. The purpose of the hearing shall be to determine whether Charges the General President filed against you are supported by the evidence. (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. (Rules at Section E.)

4. PLEASE TAKE FURTHER NOTICE THAT, at the hearing, the parties, including the Independent Investigations Officer

('IIO'), shall be permitted to present any facts, evidence, or testimony that is relevant to the issues before the IRO. (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. (Rules at Section H.)

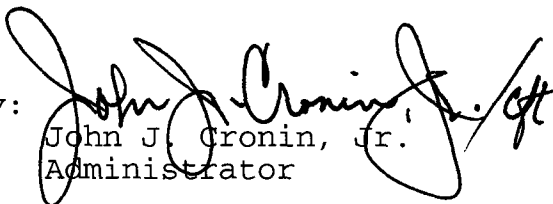
6. PLEASE TAKE FURTHER NOTICE THAT, you have the option to have a court stenographer present at the hearing at your own expense and, in such an event, you will be required to supply copies of the transcript to the IRO and the IIO. If you choose not to have a court stenographer present at the hearing, you must so notify the IIO at least five days prior to the hearing. (Rules at Section I.)

7. PLEASE TAKE FURTHER NOTICE THAT, if the proposed charges contained in the Investigative 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. (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. (Rules at Section O.)

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

Hon. Benjamin R. Civiletti  
Independent Review Officer

By:   
John J. Cronin, Jr.  
Administrator

Dated: August 9, 2016

cc: Joseph E. diGenova, Esq.  
Bradley T. Raymond, Esq.  
Edward A. McDonald, Esq.  
Viet D. Dinh, Esq.