

**REPORT TO ALL MEMBERS
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS**

FROM: The Independent Disciplinary Officers

Hon. Barbara S. Jones
Robert D. Luskin, Esq.

DATED: October 15, 2025

I. INTRODUCTION

The following is Magazine Report 3 of the Independent Disciplinary Officers ("IDO") for 2025 regarding activities from July 1, 2025, through October 15, 2025, conducted pursuant to the Final Agreement and Order of February 17, 2015.

II. PROGRESS OF EXISTING MATTERS

A. Local 896 Principal Officer Phil Cooper and Office Manager and Recording Secretary Darlene Bradley.

On June 24, 2024, the IIO issued a report to the IBT General President recommending charges against Phil Cooper (Principal Officer) and Darlene Bradley (Office Manager and Recording Secretary) of Local 896 in Pasadena, CA. The IIO recommended that Cooper be charged with failing, in general, to enforce internal accounting controls by permitting and condoning Local 896's bookkeeper to disburse union funds by electronic funds transfer (EFT) without obtaining required written authorizations or

signatures from designated local officials, and in particular, by permitting Bradley to issue EFTs to herself in sums greater than were authorized. The IIO also recommended that Bradley be charged, in general, with disbursing union funds via EFT without obtaining required written authorization or signatures of designated local officials, and in particular, by paying sums to herself by EFT that were greater than were authorized. The IIO further recommended that Bradley be charged with failure to cooperate with the Independent Disciplinary process by making false statements at an IIO sworn examination concerning the transactions at issue.

The full charge referral has been published as a supplement a to the 2024-3 Report, available at <https://teamsterido.org>, under the "Magazines" heading.¹

On November 25th, 2024 the General President adopted and filed the charges described in the IIO's June 24, 2024 report. Contemporaneously with the adoption of the charges, counsel for the IBT submitted findings of its own investigation regarding the merits of the charges they performed along with proposed settlement

¹ Additional information, rulings, and notices of hearings related to this and other ongoing matters will be published to the same website going forward.

agreements with each of the two charged parties for the IRO's review pursuant to ¶ 36 of the Final Order.

As explained more fully in the previous Report, on March 11, 2025 the IRO determined that the IBT's reliance on new information derived from its own investigation but not presented at a hearing on the record or otherwise sufficiently presented for consideration or evaluation left her unable to determine the adequacy of the proposed settlements. The IRO ordered the IBT to "promptly" convene a hearing panel "so that a proper evaluation of the evidence can be made." The [IRO's opinion](#) may be read in its entirety on the IDO website.

On June 5, 2025, the IBT held a hearing before a panel in Los Angeles, CA. The charged parties appeared and presented evidence. A [decision](#) from the panel was issued on August 4, 2025, which may be read in its entirety on the IIO's website. On August 29, 2025, the IIO submitted its position to the IRO that the Panel's decision was "not adequate." On September 29, 2025, the IBT and, separately, counsel for Phil Cooper submitted their responses that the Panel's decision was "adequate." The matter is currently pending before the IRO.

III. ONGOING INVESTIGATIONS

The IIO is currently conducting a number of investigations throughout the country. The IIO has also received and processed

approximately 55 additional reports of alleged improprieties during the time period of this report.

The IDOs do not comment on ongoing investigations or identify areas or conduct under investigation until a formal recommendation of charges is served upon the IBT pursuant to the Final Order.

IV. TOLL-FREE HOTLINE AND WEBSITE

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area on a dedicated line accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties that fall within IIO jurisdiction by calling 1-800-CALL-472 (800-225-5472).

You may also access information relating to the IDO Process, the Disciplinary Officers themselves, as well as updated filings and notices of hearings in ongoing matters by visiting the IDO's website, located at <https://teamsterido.org>. It is also possible to report misconduct online securely and (if you choose) anonymously by clicking "Report Misconduct".

V. CONCLUSION

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, report online, or write to the Independent Investigations Officer Robert D. Luskin at:

Office of the Independent Investigations Officer
1515 N. Courthouse Rd, Suite 330
Arlington, VA 22201