

INDEPENDENT REVIEW BOARD  
444 North Capitol Street, NW, Suite 528  
Washington, DC 20001  
(202) 434-8080  
Facsimile (202) 434-8084  
Corruption Hotline (800) CALL IRB

ID-

Chief Investigator:

Charles M. Carberry, Esq.  
17 Battery Place, Suite 331  
New York, NY 10004

Administrator:

John J. Cronin, Jr.

Board Members:

Benjamin R. Civiletti, Esq.  
Venable, Baetjer, Howard & Civiletti  
575 7th Street, NW  
Washington, D.C. 20004

Joseph E. diGenova, Esq.  
diGenova & Toensing, LLP  
901 15th Street, NW, Suite 430  
Washington, D.C. 20005

William H. Webster, Esq.  
Milbank, Tweed, Hadley & McCloy  
1825 Eye Street, NW, Suite 1100  
Washington, D.C. 20006

January 11, 2005

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

Re: Decision Against Local 456 Scott Doyle

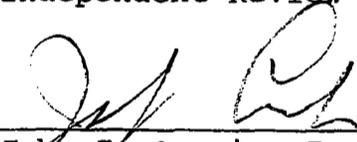
Dear Mr. Hoffa:

The Independent Review Board has reviewed your decision of December 17, 2004, in the above captioned matter, and finds the decision to be not inadequate.

Very truly yours,

Members of the  
Independent Review Board

By:

  
John J. Cronin, Jr.  
Administrator

cc: Patrick J. Szymanski, Esq.  
Andrew W. Schilling, AUSA  
Dan Kane, Sr., Trustee, Local 456  
Richard Ware Levitt, Esq.  
Scott Doyle

INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS  
AFL-CIO



OFFICE OF  
JAMES P. HOFFA  
GENERAL PRESIDENT

December 17, 2004

UPS Next Day Air  
Mr. Scott Doyle  
76 Greenwood Lane  
White Plains, NY 10607

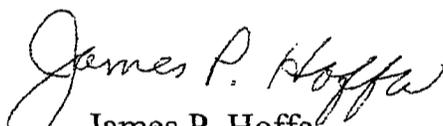
Re: Article XIX Charges

Dear Sir and Brother:

~~You will find enclosed the report and recommendations of the Panel, which conducted the hearings on the charges filed against you. I have had the opportunity to review the Panel's findings and conclusions, and hereby adopt them as my own.~~

The Panel's recommendation is reissued as the decision of the General President.

Fraternally yours,

  
James P. Hoffa  
General President

JPH/psb

Enclosure

cc: Hearing Panel  
Teamsters Local Union 456  
Independent Review Board

**BEFORE A PANEL APPOINTED  
BY THE GENERAL PRESIDENT**

**Introduction**

On September 13, 2004, the Independent Review Board ("IRB") submitted to Dan Kane, Sr., Trustee of Local 456, charges against Local 456 Member Scott Doyle. The charges alleged that Doyle had failed to cooperate with the IRB by refusing to testify in a sworn examination before the IRB's Chief Investigator. General President Hoffa assumed original jurisdiction over the charges and appointed the undersigned Panel to hear the charges and issue a recommendation.

On October 7, 2004, General President Hoffa informed Doyle by letter that the hearing would be held at the offices of Local 456 on October 27, 2004. By letter dated October 15, 2004, Doyle's attorneys informed the International Union that Doyle had been indicted on federal criminal charges and would not be appearing at his hearing in this matter. An attorney for the International Union informed Doyle's attorneys that the hearing would go forward despite Doyle's refusal to appear, but that Doyle's attorneys could submit statements to the Panel on Doyle's behalf.

On October 27, 2004, the hearing commenced as scheduled. The charging party entered into evidence the relevant documents from the IRB's charges. Doyle's attorney made statements to the Panel on Doyle's behalf. Doyle chose not to testify during the IRB's pre-charge investigation on the basis that his statements may have been used against him by the Government in its criminal proceedings. Thus, Doyle does not dispute that he did in fact refuse to testify before the IRB's investigators.

While this Panel recognizes and understands Doyle's predicament- testify to the IRB and run the risk of self-incrimination vs. refusing to testify but running the risk of losing membership in the Union- the Panel must follow well established law.

2/04/2004  
11/29/04  
11/29/04  
11/29/04

The well known and numerous cases under the Consent Decree are clear that every member of this Union is obligated to cooperate with the IRB. Those who do not cooperate, such as by refusing to answer questions put forth by the IRB's investigators, commit acts that can subject them to discipline under the Consent Decree and the International Constitution. In cases such as Doyle's, where the charged party repeatedly refuses to cooperate, despite being given several opportunities to change his mind, the law under the Consent Decree is clear that he commits conduct warranting a permanent bar from membership this Union.

Accordingly, this Panel unanimously recommends that Doyle be expelled from membership in the Union; permanently barred from participating in the affairs of the Union; permanently barred from holding union office; permanently barred from contracting with, seeking or holding office or employment with Local 456, the IBT or any other IBT affiliate or its sponsored employee benefit plan; permanently barred from seeking or accepting money or other compensation for any goods and services from Local 456, the IBT or any other IBT affiliate or IBT sponsored employee benefit plan other than receipt of vested benefits to which he may otherwise lawfully be entitled by reason of prior participation in an IBT sponsored benefit plan or plans. In addition, Doyle is prohibited from having any contributions made on his behalf to any IBT-affiliated benefit funds by Local 456 or any other IBT-affiliated entities.

12-11-04  
Date

Charles Byrne  
Charles Byrne, Chairman

11/29/04  
Date

Veronica Sawyer  
Veronica Sawyer

\_\_\_\_\_  
Date

\_\_\_\_\_  
Anthony Magrene

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Date

11/29/04

Date

12-9-04

Date

Charles Byrnes, Chairman

Veronica Sawyer  
Veronica Sawyer

Anthony Magrene  
Anthony Magrene