TO: General President Ron Carey

FROM: Members of the Independent Review Board

RE: Members of the Local 705 Executive Board

DATE: May 25, 1993

An investigation has been conducted concerning financial wrongdoing by members of the Local 705 Executive Board. Based upon this investigation it appears that Gildo Valerio ("Valerio"), the Local's Secretary Treasurer, Donald Heim ("Heim"), President, Richard Mall ("Mall"), Trustee, Frank Snow ("Snow"), Trustee, Timothy Cash ("Cash"), Recording Secretary and Louis Esposito, Sr. ("Esposito"), Vice President brought reproach upon the IBT, breached their fiduciary duties, embezzled and converted union funds to the use of others, took unlawful loans from the Local and engaged in financial wrongdoing in violation of the IBT Constitution. This conduct included awarding Daniel C. Ligurotis ("Ligurotis") a discretionary Christmas bonus after the Independent Administrator found that he had embezzled Local 705 funds; giving discretionary severance payments in 1992 totalling over $69,000 to three individuals who resigned from the IBT after investigations of them were undertaken by the Investigations Officer; and paying officers and employees of the Local union in advance of performing work.

In light of the continuing financial wrongdoing at the Local and its history, it is recommended that the IBT General President place the Local in trusteeship. In addition to the information in

the above summary, other financial mismanagement includes paying the Local's eighty-one year old Vice President, Louis Esposito, Sr., his $85,000 annual salary when he has not attended an Executive Board meeting in 1993 and the evidence suggests that he has been inactive for some time. Pursuant to the Article VI, Section 5(a) of the IBT Constitution, the General President can place a Local Union in trusteeship

> [i]f the General President has or receives information which leads him to believe that any of the officers of a Local Union . . . are dishonest or incompetent, or that such organization is not being conducted in accordance with the Constitution and laws of the International Union or for the benefit of the membership, or is being conducted in such a manner as to jeopardize the interests of the International Union or its subordinate bodies, or if the General President believes that such action is necessary for the purpose of correcting corruption or financial malpractice . . ..

Local 705 has approximately 16,000 members the majority of whom are employed as truck drivers. Local 705 is headquartered in Chicago.

I. INVESTIGATIVE FINDINGS

A. Background

On April 2, 1992, the Investigations Officer filed charges against Daniel C. Ligurotis, then the Secretary Treasurer of IBT Local 705. (Exhibit 1) Charge One alleged that Ligurotis unlawfully embezzled Local 705 funds by granting himself an unauthorized salary increase. Charge One also alleged that Ligurotis took an illegal loan from Local 705 in excess of $75,000. Charge Two alleged that Ligurotis "engaged in a pattern of conduct

whereby corruption and unlawful activity, . . ., were fostered and rewarded." Ligurotis' conduct with respect to Charge Two included warehousing former Local 705 business agent Richard Bravieri as a "maintenance employee" with Local 705 during the period that Bravieri was barred from serving as an officer or business agent as a result of a conviction for extorting money from an employer. During the period that Bravieri was warehoused as a maintenance employee, his salary was greater than the salary he was paid at the time of his conviction. Upon the expiration of the statutory bar, Ligurotis reappointed Bravieri a Local 705 business agent. Charge Two also included Ligurotis' hiring of Richard Green as a Local 705 employee after he was convicted with Bravieri of extorting money from an employer and his hiring Edward Fickett who was convicted of arson and, at the time of his employment as a Local 705 business agent, was barred by federal statute from such employment. In addition, Ligurotis engaged in contumacious conduct by wilfully interfering with the consent order entered in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y. March 14, 1989). Furthermore, the conduct alleged in Charge Two included Ligurotis' possession of a loaded handgun on Local 705 premises which resulted in the death of a fellow union officer.

By the Investigations Officer's charges, Ligurotis was charged with violating Article II, Section 2(a) and Article XIX, Section 6(1) (2) (3) and (5) of the IBT Constitution. Valerio, Heim, Snow, Esposito, Cash and Mall were each aware of the charges against Ligurotis having been present at a Local 705 Executive Board

meeting on April 3, 1992 where the charges were discussed. (Exhibit 3)

On May 8, 1992, a hearing was held before the Independent Administrator on the charges against Ligurotis. Valerio, Heim, Mall, Snow and Cash each attended the disciplinary hearing before the Independent Administrator. (Exhibit 3) On October 27, 1992 the Independent Administrator issued a written decision finding that the charges against Ligurotis were proven. (Exhibit 4) Specifically, the Independent Administrator found that Ligurotis embezzled Local 705 funds when he gave himself a $77,000 retroactive pay raise. (Exhibit 4 at 14) In addition, the Independent Administrator found that "Ligurotis authorized a loan to himself from Local 705 funds of at least $76,250, and thus violated both Section 14(A) of Local 705's By-Laws and Section 503 of the LMRDA." (Exhibit 4 at 10) In his written decision the Independent Administrator held:

> When Ligurotis took a significant personal loan from the Local 705 Treasury without approval from his Executive Board, he committed a serious breach of his duty as an officer of that Local, he violated LMRDA Section 503, and he violated the Local's By-laws. When Ligurotis embezzled Local 705 funds by authorizing himself a substantial pay raise, this, too, was a serious breach of his duty as an officer of the Local, a violation of LMRDA Section 509 [sic], and a violation of the Local's By-Laws. By treating the Local as if it were his "personal piggy bank," . . ., Ligurotis sent the message that union officers are entitled to use the members' funds for their own pleasure.

(Exhibit 4 at 30)

As penalty for Ligurotis' embezzlement and other violations of the IBT Constitution, the Independent Administrator permanently

barred Ligurotis from the IBT and ordered that Ligurotis "draw no money or compensation" from any IBT-affiliated entity. (Exhibit 4 at 31) The Independent Administrator further ordered "that Local 705 not pay Respondent his severance, and I further direct that that money be used as an offset against the monies wrongfully taken by Ligurotis from Local 705." (Exhibit 4 at 33) The Independent Administrator stayed the imposition of sanctions pending review of his decision by District Judge Edelstein. (Exhibit 4 at 34) On February 9, 1993 Judge Edelstein affirmed the Independent Administrator's decision concerning Ligurotis and dissolved the stay of sanctions. (Exhibit 5) Ligurotis did not appeal the Judge's decision.

B. Christmas Bonus Given to Ligurotis

On November 11, 1992 the Local 705 Executive Board discussed the Independent Administrator's October 27, 1992 decision on the charges against Ligurotis. (Exhibit 6) The Executive Board voted at that meeting to pay the same Christmas bonuses as the previous year. (Exhibit 6) When questioned about Ligurotis' Christmas bonus, Valerio testified that the Executive Board "discussed that as long as he [the Independent Administrator] stayed the decision and he [Ligurotis] was still the chief operating officer, that everything would stay the same." (Exhibit 7 at 24-25) Mall, Heim and Snow testified that the Executive Board did not discuss whether it was appropriate for Ligurotis to receive a Christmas bonus in light of the Independent Administrator's decision. (Exhibit 16 at 17; Exhibit 12 at 9-10; Exhibit 15 at 10) In addition, the

Executive Board did not discuss whether Ligurotis' Christmas bonus should be held in escrow pending the outcome of any appeal. (Exhibit 12 at 10) Ligurotis was given a $4,500 Christmas bonus. (Exhibit 8) The net amount of the December 8, 1992 check to Ligurotis representing this bonus was $3,500. (Exhibit 9)

Each union officer has the fiduciary duty to ensure that union assets are used solely for the benefit of the union membership. According to Section 15(E) of the Local 705 Bylaws,

> The officers . . . of this Local Union occupy positions of trust in relation to the Local Union and its members as a group and are, therefore, accountable to the membership with respect to the performance of their duties in handling funds and property of the Local Union.

(Exhibit 10)

As discussed, the Independent Administrator found that Ligurotis embezzled at least $77,000 when he gave himself a retroactive pay raise. (Exhibit 4 at 14) As a result of this finding, the Independent Administrator directed that Ligurotis' severance be used as a setoff against the embezzled funds. (Exhibit 4 at 33) As described below, the maximum severance Ligurotis could have received was $25,000. (Exhibit 11) Accordingly, even after Ligurotis' severance was setoff against the embezzlement, Ligurotis had still deprived the Local of $52,000. Even if the bonus was appropriate, which it was not given the Independent Administrator's findings, the Local's Executive Board should have, at a minimum, setoff any Christmas bonus to Ligurotis against the $52,000 he owed the Local. The payment of Ligurotis' Christmas bonus was solely for Ligurotis' personal benefit and was contrary to the Local's

interest in recovering the embezzled funds.

By paying Ligurotis a discretionary Christmas bonus knowing that the Independent Administrator had found that Ligurotis embezzled Local funds, had taken an illegal loan from the Local and had created an environment at Local 705 where corruption was rewarded, the Local 705 Executive Board embezzled and converted to Ligurotis' use union funds, breached their fiduciary duties and brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) (2) and (3) of the IBT Constitution.

C. Severance Payments

1. Background

After discussing a decision by the Independent Administrator which demonstrated the impropriety of the Local's practice of giving away union owned automobiles to retiring officers and business agents and business representatives, at the December 27, 1990 Local Executive Board meeting, the Local 705 Executive Board created a severance plan to take the place of giving away automobiles. (Exhibit 11) According to the minutes of this Executive Board meeting, the formula for this severance plan is "one week of pay at the current rate for each year of completed service not to exceed the maximum of $25,000." (Exhibit 11) Between January 1991 and March 1993, the Local distributed a gross total of $191,774 in discretionary severance payments to ten former employees. (Exhibit 46)

Valerio, Heim and Cash testified that severance payments were

approved by the Executive Board and that the payments were discretionary. (Exhibits 7 at 42-43; Exhibit 12 at 23; Exhibit 47 at 22) However, a review of the minutes of the Executive Board meetings from January 1991 through March 1993 did not reflect any Executive Board approval for any severance payments including those described in this memorandum. (Exhibit 13)

On November 1, 1990 Local 705 business representative Anthony Jannotta ("Jannotta") retired and was given a union owned automobile. (Exhibit 48) The Union later asked Jannotta to return this automobile and Jannotta did so. (Exhibit 44) Although Jannotta retired prior to the creation of the severance plan, in 1991 Jannotta was given a severance payment of $13,700. (Exhibit 49) The gross amount of the severance was $22,772. (Exhibit 49)

2. Severance Payment to Eugene J. Spizzirri

On March 18, 1992 the Investigations Officer sent a Notice of Sworn Examination to Eugene "Jerry" Spizzirri scheduling his sworn examination for April 3, 1992. (Exhibit 14) This notice was sent to Spizzirri at the Local 705 offices. (Exhibit 14) At a Local 705 Executive Board meeting on April 3, 1992, the Local's Executive Board asked Spizzirri for his resignation. (Exhibit 2) On April 3, 1992, Spizzirri tendered his resignation to Local 705 effective immediately. (Exhibit 15) According to Local 705 officer Mall, Spizzirri was asked to resign because of his association with alleged organized crime figures and his sons' arrests for extortion. (Exhibit 16 at 36-37; Exhibit 47 at 23) In January 1992, Spizzirri's sons, John and Richard, were indicted for

conspiracy and using threats to collect extortionate debts. (Exhibit 50) A Chicago newspaper report of their arrests described Spizzirri's sons as "reputed mob figures." (Exhibit 50)

Nevertheless, by check dated April 13, 1992, Local 705 gave Spizzirri a discretionary net severance payment of $17,350. (Exhibit 17) The gross amount was $25,000. (Exhibit 18) The Local's Executive Board approved the severance payment to Spizzirri without discussing whether it was appropriate to award severance to Spizzirri who was asked to leave the Local. (Exhibit 7 at 44-45) When questioned about the payment to Spizzirri, Mall testified that "I can just assume if there is [sic] no charges filed and the member resigns, he gets his severance." (Exhibit 16 at 37)

3. Severance Payment to Sam Canino

On August 19, 1992, the Investigations Officer sent a Notice of Sworn Examination via express mail to Local 705 business agent Sam Canino. (Exhibit 19) This notice was sent to Canino at the Local 705 offices. (Exhibit 19) Canino's sworn examination was ultimately scheduled for September 8, 1992. (Exhibit 20 at deposition exhibit 4) After receipt of this notice of sworn examination, Canino tendered his resignation to Local 705 which was to be effective October 1, 1992. (Exhibit 20) By letter dated September 4, 1992, the Investigations Officer informed Sherman Carmell, Canino's counsel and the attorney for Local 705, that since Canino was still a member of the IBT, he was required to appear for his sworn examination. (Exhibit 21)

Canino did not appear for his sworn examination on September

8, 1992. (Exhibit 20) On September 14, 1992, the Investigations Officer filed a charge against Canino alleging that he refused to cooperate with the duties of the court-appointed Investigations Officer. (Exhibit 22)[1] This charge was sent to Canino at the Local 705 offices. (Exhibit 24)

Subsequent to the filing of the Investigations Officer's charge against Canino, Local 705 issued him a check dated October 1, 1992 in the amount of $18,000. (Exhibit 25) The gross amount of the severance payment to Canino was $25,000, the maximum amount permitted under the Local's severance plan. (Exhibit 26)

4. Severance Payment to Richard Volkmar

On September 8, 1992 the Investigations Officer conducted the sworn examination of Local 705 business agent Richard Volkmar ("Volkmar"). (Exhibit 27) During this examination, Volkmar admitted knowing Chicago LCN figure James Marcello ("Marcello"). (Exhibit 27 at 17)[2] Volkmar acknowledged that he read newspaper reports that described Marcello as an alleged LCN member. (Exhibit 27 at 22) Volkmar testified that he first met Marcello approximately thirty five years ago and socialized with him because his wife and Marcello's wife were close friends. (Exhibit 27 at 17-18) Volkmar admitted that he had been to Marcello's home and

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[1] On November 25, 1992 Canino signed an Affidavit and Agreement to settle the Investigations Officer's charges. This Agreement was approved by the Independent Administrator on December 10, 1992 and District Judge Edelstein on December 17, 1992. (Exhibit 23)

[2] Marcello has been identified by the Chicago Crime Commission as an LCN member. (Exhibit 28)

Marcello had been to Volkmar's home. (Exhibit 27 at 28-29) Volkmar further testified that he had coffee with Marcello between two and three times a year. (Exhibit 27 at 19-20)

On September 29, 1992 Volkmar was called before the 705 Executive Board and questioned about his association with Marcello. (Exhibit 29) On October 9, 1992 Volkmar was again called before the Local 705 Executive Board. (Exhibit 30) According to the minute of this meeting, Ligurotis told the Executive Board

> that he had read the deposition given by Richard Volkmar to Investigations Officer Carberry under the Consent Decree. He said that in view of his many discussions with officers and employees about not knowingly associating with members of organized crime and Rich's deposition, his recommendation was that Rich resign or be terminated.

(Exhibit 30)

In light of Volkmar's admitted contacts with an LCN figure, the Executive Board decided that Volkmar should either resign or be terminated. (Exhibit 30) The October 9, 1992 Executive Board minutes reflected that Ligurotis, then Secretary Treasurer, "asked for and received Rich Volkmar's resignation." (Exhibit 30)

Despite the fact that Volkmar was forced to resign from Local 705 because of his association with an LCN figure, by check dated October 13, 1992, Local 705 gave Volkmar a net severance payment of $15,000. (Exhibit 31) The gross amount of Volkmar's severance was $19,600. (Exhibit 32) Valerio testified that the Executive Board approved the severance payment to Volkmar and there was no discussion at any Executive Board meeting whether it was appropriate for Volkmar to be given severance pay. (Exhibit 7 at

44) Snow testified the severance payment to Volkmar was never discussed by the Executive Board. (Exhibit 45 at 24)

The discretionary severance payments to Spizzirri, Canino and Volkmar were not in the interests of the Local 705 membership and were only for the personal benefit of the three former Local 705 employees who were either forced to resign from the Local because they associated with organized crime figures or failed to appear for duly noticed sworn examinations as required by the Consent Decree. As a result, the Executive Board embezzled and converted over $69,000 of Local 705 funds to the use of Spizzirri, Canino and Volkmar.

D. Payment in Advance

The Executive Board members and the Local 705 accountant acknowledged that officers and employees of Local 705 are paid in advance. (Exhibit 41; Exhibit 7 at 13; Exhibit 12 at 4; Exhibit 45 at 5; Exhibit 47 at 5; Exhibit 51 at 6) The officers of Local 705 are paid monthly. (Exhibit 7 at 13) Each of the officers and approximately sixty-five other Local 705 employees are paid over $2,000 each month. (Exhibit 42)[3] According to Section 503(a) of the LMRDA,

> No labor organization shall make directly or indirectly any loan or loans to any officer or employee of such organization which results in a total indebtedness on the part of such officer or employee to the labor organization in excess of $2,000.

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[3] The gross monthly salary for the Local 705 officers are as follows: Valerio's salary is $6538.48; Heim's salary is $7692.28; Mall's salary is $6538.48; Snow's salary is $6538.48; Cash's salary is $6538.48; and Esposito's salary is $6538.48. (Exhibit 42)

By allowing the Local to pay its employees in advance, the Local's Executive Board appears to be granting illegal loans to the officers and employees. Investigations Officer v. Burke et al, October 1, 1992 Decision of the Independent Administrator at 18-23 aff'd in relevant part, United States v. IBT, 88 Civ. 4486 Memorandum and Order at 12-17 (March 5, 1993 S.D.N.Y.) According to Richard Bell ("Bell"), the Administrative Assistant to the IBT General Secretary Treasurer, the International does not approve of the practice of paying officers and employees in advance. (Exhibit 43) Furthermore, according to Bell, the International considers such payment to constitute a loan in violation of the LMRDA. (Exhibit 43)

In addition to the apparent violation of the LMRDA, the Local's Executive Board also appears to be violating their fiduciary duty to ensure that the Local's funds are used solely for the benefit of the members. For example, by paying officers and employees for work they have not yet performed, Local 705 is forfeiting the interest that would be received had the money remained in the Local's general fund until the work was performed. It is estimated that in 1991 the Local lost approximately $11,700 in interest as a result of the practice of paying in advance.[4] Furthermore, since the Local is paying for work not performed, if an employee leaves Local employment at the beginning of a month, they would already have received their salary for the entire month

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[4] This figure was based upon the salaries of Local 705 officers and employees reported in the Local 705 1991 LM-2 using a three percent simple interest rate. (Exhibit 44)

to which they were not entitled.

II. RECOMMENDATIONS

A. Proposed Charge

Based upon the Executive Board's pattern of financial wrongdoing, it is recommended that the following charge be filed against Valerio, Heim, Esposito, Snow, Mall and Cash:

While an officer of Local 705 you breached your fiduciary duties to the members, embezzled and converted union funds to the use of others, took for yourself and caused the Local to give to others unlawful loans, and brought reproach upon the IBT in violation of Article II, Section 2(a) and Article XIX Section 7(b)(1) (2) and (3) of the IBT Constitution by engaging in a pattern of financial wrongdoing, to wit:

In December 1992, knowing that the Independent Administrator had found in October 1992 that Daniel C. Ligurotis, Sr. embezzled approximately $77,000 of Local 705 funds and otherwise violated the IBT Constitution, you gave Ligurotis a discretionary Christmas bonus in the gross amount of $4,500. You did not setoff this bonus against the amount that Ligurotis embezzled from the Local.

In or about April 1992 Eugene "Jerry" Spizzirri was asked by the Executive Board to resign as a Local 705 business agent because of his associations with alleged organized crime figures and his sons' arrest for using threats to collect extortionate debts. Nevertheless, in April 1992 you gave Spizzirri a discretionary severance payment in the gross amount of $25,000.

In or about September 1992 Sam Canino was charged by the

Investigations Officer with refusing to cooperate with the Investigations Officer by failing to appear for his duly noticed sworn examination. After these charges were filed, you gave a discretionary severance payment to Canino in the gross amount of $25,000.

On October 9, 1992 the Local 705 Executive Board asked business agent Richard Volkmar to resign because of his association with LCN figure James Marcello. Despite Volkmar's resignation for improper conduct under the Consent Decree, you gave Volkmar a discretionary severance payment in the gross amount of $19,600.

By taking a salary advance in excess of $2,000 each month you have accepted unlawful loans from Local 705. Furthermore, by causing Local 705 to pay several of its employees over $2,000 in advance each month, you have caused the Local to make unlawful loans to these employees.

B. Trusteeship

In addition to the financial wrongdoing described above, the Local's continued payments to Louis Esposito Sr, the Local's Vice President and business agent, appears to be another example of the Local's financial malpractice. The annual salary paid to Esposito is over $85,000. (Exhibit 33) Esposito, who is eighty one, has not attended any Local 705 Executive Board meeting in 1993. (Exhibit 34) Nor has Esposito attended any Local 705 general membership meeting in 1993. (Exhibit 35) Mall and Sam Tenuta, both Local 705 Trustees, testified that they have not seen Esposito in the office

regularly. (Exhibit 16 at 35; Exhibit 51 at 12-13) Nevertheless, Esposito has been paid each month in 1993. (Exhibit 33)

On October 1, 1991, the Investigations Officer issued a Notice of Sworn Examination to Esposito. (Exhibit 36) Esposito did not appear for this examination citing his bad health. (Exhibit 37) On January 23, 1992, the Investigations Officer again sent a Notice of Sworn Examination to Esposito. (Exhibit 38) Again, Esposito did not appear. The Local 705 earnings records for 1991 and 1992 reflect that Esposito was paid his full salary each month in 1991 and 1992. (Exhibit 33)

On April 16, 1993 the Chief Investigator sent a Notice of Sworn Examination to Esposito. (Exhibit 39) Esposito provided a letter from his doctor describing his failing health and did not appear for his sworn examination on April 29, 1993. (Exhibit 40) According to Esposito's physician, Esposito has been on kidney dialysis since July 1991. (Exhibit 40) Valerio testified that Esposito has been sick for four to six months and that there has been no discussion of asking Esposito to retire. (Exhibit 7 at 47-48)

The continued payment of Esposito's salary given his medical condition, his pattern of failing to appear for sworn examinations and his failure to attend Executive Board meetings in 1993 appears to be another example of Local 705's financial wrongdoing and inappropriate use of the member's funds.

Given the Executive Board's pattern of financial malpractice, their actions favoring the personal interest of some of the Local's

officers and employees over the interests of the Local's membership, and the history of the Local, it is recommended that the IBT General President place Local 705 in trusteeship.

Cash ID-13
Valerio ID-
Mall ID-
Snow ID-

INDEPENDENT REVIEW BOARD

Meeting Minutes
April 12, 1994

The IRB met at its Washington office on Tuesday, April 12, 1994 at 10:00 am. Attending were Mr. Crandall, Judge Lacey, Judge Webster, Mr. Carberry and Mr. Cronin.

The following scheduled matters were discussed and actions taken.

1. March Meeting Minutes.

The IRB reviewed and approved the Minutes of the March meeting.

REVIEW OF OPEN INVESTIGATIVE REPORTS

2. Status of Report on Local 705.

The Board reviewed President Carey's decision on permanently barring Mr. Valerio and Mr. Mall, and suspending Mr. Snow and Mr. Cash. The Board considers the actions satisfactory and the matter closed.

INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
AFL-CIO

OFFICE OF
RON CAREY
GENERAL PRESIDENT

March 24, 1994

Mr. C. Sam Theodus, Chairman
CENTRAL CONFERENCE PANEL
ETHICAL PRACTICES COMMITTEE
3150 Chester Avenue
Cleveland, Ohio 44114

RE: EPC charges against Frank Snow, Timothy Cash, Gildo Valerio and Richard Mall, Local Union 705

Dear Sir and Brother:

Having reviewed and duly considered the Findings and Recommendations of the Ethical Practices Committee Panel of the Central Conference of Teamsters and the Minority Findings and Recommendations of Panel Member Gillian Furst, I hereby decide as follows:

I concur with the findings set forth in the Final Report by the Panel majority and in the Minority Report, and hereby adopt them in their entirety.

With respect to the appropriate penalty, I concur with the unanimous recommendation of the EPC Panel that Gildo Valerio and Richard Mall each be permanently barred from membership in the IBT.

With respect to the penalties to be imposed against Frank Snow and Timothy Cash, I concur with Sister Furst's recommendation that the charged parties' passive tolerance of known corruption in the Local and their outright deception of the Hearing Panel compel a penalty stronger than set forth in the Majority Report.

ACCORDINGLY, I impose the following penalties:

1. Gildo Valerio and Richard Mall are hereby permanently barred from membership in the IBT.

2. Frank Snow and Timothy Cash are hereby suspended from membership in the IBT for a period of one (1) year and are barred from holding any elective or appointive positions with the IBT or any IBT affiliate for a period of five (5) years. The aforesaid penalty periods shall commence on the date of this decision.

Fraternally yours,

Ron Carey
General President

RC:mjr

cc: Charles Schwanke, EPC Panel Member, CCT
Gillian Furst, EPC Panel Member, CCT
Gildo Valerio
Frank Snow
Timothy Cash
Richard Mall
Harold E. Burke, International Trustee, Local 705
John Cronin, IRB Administrator
Earl Pfeffer, Esquire
Mary J. Carlson, Esquire

INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
AFL-CIO

OFFICE OF
TOM SEVER
GENERAL SECRETARY-TREASURER

February 17, 1995

Mr. Frank Snow
12514 Lincoln Street
Calumet Park, Illinois 60643

Mr. Timothy Cash
8938 Clearview Drive
Orland Park, Illinois
60462

Mr. Gildo Valerio
4935 North Chester
Norridge, Illinois 60656

Dear Sirs and Brothers:

This will advise that the General Executive Board, at its meeting held January 24, 1995, voted to adopt the decision of General President Carey which adopted the findings of the panel of the Ethical Practices Committee.

This decision is based upon the written submissions of the concerned parties, and a complete review of the record. For your information, a comprehensive report of the General Executive Board's findings is enclosed.

Fraternally yours,

Tom Sever

Tom Sever
General Secretary-Treasurer

TS/lmb

Enclosure

cc: Ethical Practices Committee
Teamsters Local Union 705

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