

INDEPENDENT DISCIPLINARY OFFICERS

444 North Capitol Street, NW, Suite 528
Washington, DC 20001
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Independent Review Officer
Hon. Benjamin R. Civiletti

Independent Investigations Officer
Hon. Joseph E. diGenova

April 28, 2016

Administrator
John J. Cronin, Jr., CPA

Bradley T. Raymond, Esq.
IBT General Counsel
25 Louisiana Avenue, NW
Washington, DC 20001

Re: Proposed Settlement Agreement with Lisa Ramsey
as Revised

Dear Mr. Raymond:

Enclosed is the approved revised settlement agreement with
Lisa Ramsey.

Very truly yours,

Independent Review Officer
Honorable Benjamin R. Civiletti

By: 

John J. Cronin, Jr.
Administrator

cc: William Keane, Esq.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JAMES P. HOFFA
General President

25 Louisiana Avenue, NW
Washington, DC 20001



KEN HALL
General Secretary-Treasurer

202.624.6800
www.teamster.org

April 18, 2016

Mr. Benjamin Civiletti, Esq.
Independent Review Officer
Independent Disciplinary Officers
444 North Capitol Street, N.W., Suite 528
Washington, D.C. 20001

Mr. Benjamin Civiletti, Esq.
5900 Old Ocean Boulevard
Unit B-3
Ocean Ridge, FL 33435

Re: Revised Agreement with Lisa Ramsey

Dear Mr. Civiletti:

Enclosed is a revised agreement with Lisa Ramsey. New language in paragraph 5 is intended to address the concerns raised by Mr. diGenova in his correspondence of April 1, 2016. Please do not hesitate to contact me if you have any questions or concerns.

Very truly yours,

A handwritten signature in blue ink, appearing to read "BR".

Bradley T. Raymond

JPH/brc

cc: Joseph diGenova, Independent Investigations Officer
John J. Cronin, Jr., Administrator, Independent Disciplinary Officers
William Keane, Esq.

_____X
 In The Matter of :
 :
 LISA RAMSEY :
 : AFFIDAVIT AND AGREEMENT
 :
 Before the :
 :
 INDEPENDENT REVIEW BOARD :
 :
 _____X

STATE OF CALIFORNIA) ss.:
 COUNTY OF ALAMEDA) ss.:

Lisa Ramsey, being duly sworn, deposes, says, and agrees as follows:

1. On or about February 11, 2016, the Independent Review Board ("IRB"), appointed pursuant to the Consent Order entered March 14, 1989 in United States v. International Brotherhood of Teamsters, 88 Civ. 4486 (DNE) (SDNY) (the "Consent Order"), recommended that the following charge be filed against me:

While a member of Local 853 and the IBT, you brought reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, Section 7 (b) (1) and (2) and Section 14 (i) of the IBT Constitution and obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board as set forth in Paragraph G of the March 14, 1989 Consent Order in United States v.

International Brotherhood of Teamsters, 88 Civ. 4486 (S.D.N.Y.), to

wit:

At your duly noticed sworn examination on October 13, 2015, you willfully and without justification failed to answer the question of what your salary was, which was allegedly determined under the contract between your brother's company, the GrandFund, and Local 853.

2. IRB's report was initially sent to Local 853, which forwarded it to General President Hoffa along with a request that the IBT process the matter. General President Hoffa, in turn, adopted and filed the recommended charges.
3. I make this Affidavit and Agreement (the "Agreement") to resolve the IRB recommended charges described in paragraphs 1 and 2 hereof. 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 have been a member of Local 853 since approximately 2004.
 - (b) Other than being a member of Local 853, I have held no elected or appointed positions or offices of any kind with Local 853, the IBT or any of their affiliated entities, including any

other locals, superior bodies, inferior bodies, conferences, councils, committees, divisions, pension, health, welfare or severance plans or other such entities ("IBT entities").

5. I hereby agree that upon the reasonable request of the IBT's Independent Investigations Officer, I will present myself for a sworn examination at which I understand and agree I may be questioned concerning any matters which are germane to a pending investigation.
6. From and after the effective date of this Agreement (which is the date on which it is approved by the Independent Review Officer, as set forth below), and for a period of three months, my membership in Local 853 and the IBT shall be suspended. Thereafter, I may reinstate or obtain, as applicable, membership in Local 853, the IBT, or any affiliate of the IBT in accordance with and subject to the conditions set forth in Article II, Section 2 (a) of the IBT Constitution. In no event shall the three-month suspension interfere with or otherwise prohibit me from receiving any fully vested pension benefits or welfare benefits that have accrued to me prior to the effective date of this Agreement.
7. I understand and agree that this Agreement will be submitted to the IBT's Independent Review Officer ("IRO") for his review and

approval. If this Agreement is not approved by the IRO this Agreement will be null and void.

8. I make this Agreement freely and under no duress or coercion of any kind.

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

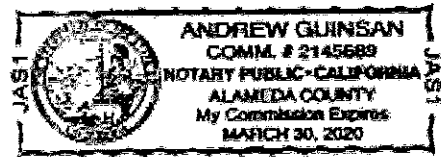


Lisa Ramsey

Sworn to before me this
14 day of April 2016



Notary Public



Witnessed _____

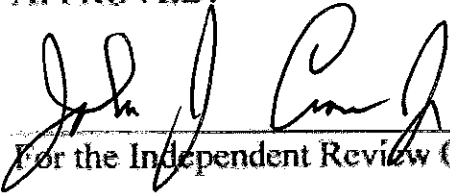
AGREED:



For International Brotherhood of Teamsters

Dated: 4/18/16

APPROVED:



For the Independent Review Officer

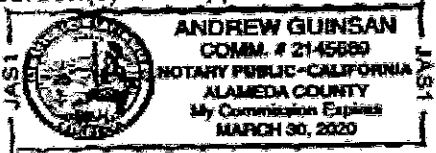
Dated: 4/28/16

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.

State of California
County of Alameda

Subscribed and sworn to (or affirmed) before me on this 14
day of April, 20 16, by Leo Conley

proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.



(Seal)

Signature Agustin