

An Injury to One Is An Injury to All

Pennsylvania Federation

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Office of the General Chairman
Jed Dodd

October 31, 2017

via UPS Overnight Mail

via UPS Overnight Mail and email

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

Internal Review Board
Charles Carberry, Chief Investigator
Jones Day
51 Louisiana Ave, N.W.
Washington, DC 20001

Dear General President Hoffa and IRB Chief Investigator Carberry:

Re: BLET Officers Violating IBT Constitution and Code of Conduct

I am writing to you because it has come to my attention that three senior officers of the Brotherhood of Locomotive Engineers and Trainmen (BLET) have brought reproach upon our great union and have violated the IBT Constitution and the Code of Conduct for International Union Officers, Employees and Representatives. The three officers who have engaged in this improper activity are:

Dennis Pierce, BLET Division President
Lee Pruitt, BLET Division First Vice President
John Tolman, BLET Division Vice President

At the end of 2014, all of the National Freight Rail Contracts with all of the rail unions, including but not limited to the BLET and BMWED, were subject to renewal and a significant issue in these negotiations is health care. Health care under the National

Freight contract costs about two billion dollars annually and the vast majority of freight rail workers are covered by this joint plan. The providers in this joint plan are United Health Care, Highmark, Aetna, Express Scripts and Metlife. According to LM-30 forms filed by these vendors, the eight top officers and staff of the BLET received \$17,039 in gifts from these vendors in 2014, 2015, 2016.

Attached to this report is Attachment A which summarizes the payments to these officers and also contains the actual LM-30 reports from United Health Care and Highmark. United Health Care reports the \$1,009 payment to President Pierce, the \$633 payment to First Vice President Pruitt and the \$850 payment to Vice President Tolman were for "relationship building activities" that included golf games, hockey tickets, and many dinners. In addition, the LM-30 report from Highmark indicates they provided Vice President Tolman with a credit card remuneration on two occasions totaling \$275. During this entire time these officers were on the International Brotherhood of Teamsters payroll. Attachment B details the various salaries they received from the IBT Rail Conference, the IBT as trade representatives, or the IBT BLET Division.

The BLET and five other rail unions who call themselves the Coordinated Bargaining Group (CBG) recently signed a tentative agreement with the National Freight Companies. This tentative agreement will be sent for ratification to the CBG membership shortly. This effort was chaired by BLET President Pierce. With respect to health care the CBG negotiated an agreement that will result in members covered by this contract paying 100 million dollars more annually for their health care. This is despite the fact that BMWED health care consultants demonstrated that 100 million dollars can be saved annually through proper negotiations with the health care vendors with no additional cost for health care to the union members. The health care vendors would lose money as a result of this idea. Management health care consultants have looked at these numbers and have concluded that they are accurate. The CBG tentative agreement maintains status quo between the health care vendors and preserves their business and profits.

Article 2, Section 2(a) of the IBT Constitution states, in relevant part:

Any person shall be eligible to membership in this organization upon compliance with the requirements of this Constitution and the rulings of the General Executive Board. Each person upon becoming a member thereby pledges his honor; to faithfully observe the Constitution and laws of the International Brotherhood of Teamsters, and the Bylaws and laws of his Local Union; to comply with all rules and regulations for the government of the International Union and his Local Union; to faithfully perform all duties assigned to him to the best of his ability and skill; to conduct himself or herself at all times in such a manner as not to bring reproach upon the Union;

Another rule and regulation relevant to this issue is the IBT "Code of Conduct for International Union Officers, Employees and Representatives," which states in relevant part:

11. Gifts from Vendors or Other Service Providers

International Union Officers, employees and representatives are prohibited from accepting money or other things of value from any employer, vendor or service provider in violation of federal law or International Union policy.

International union policy prohibits officers, employees and representatives from accepting any gift or thing of value from any employer, employer representative, service provider, vendor or potential vendor in violation of applicable law or in circumstances that would create a conflict of interest or the appearance of undue influence. We must avoid any gift or situation that violates the law or creates the appearance that decisions concerning the expenditures of International Union funds or other International Union decisions are subject to any improper influence.

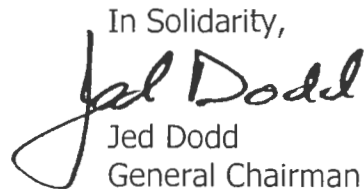
12. Conflicts of Interest

International Union officers, employees, and representatives must refrain from participating in any transaction in which they have interests that conflict or appear to conflict with the interests of the International Union and its members.

I am asking for the following:

1. That the allegations are immediately investigated and that if the three officers are found guilty that they are immediately removed from office and barred from the Teamsters' Union; and
2. That the ratification vote is immediately halted until these allegations are resolved.

Thank you for your time and attention.

In Solidarity,

Jed Dodd
General Chairman

Attachment A

**Summary of Payments Made to Brotherhood of Locomotive Engineers
and Trainmen (BLET) Staff and Officers from 2014-2016
from Health Care Vendors
Involved in National Bargaining**

**LM-30 Forms Attached for BLET National President Dennis Pierce,
First Vice President Lee Pruitt and Vice President John Tolman**

Part B

Name of Reporting Employer: United HealthCare Services, Inc.	File Number 6164
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Check Item Number (from Page 2) to which this Part B applies	ITEM 8.a <input checked="" type="checkbox"/>	ITEM 8.b <input type="checkbox"/>	ITEM 8.c <input type="checkbox"/>	ITEM 8.d <input type="checkbox"/>	ITEM 8.e <input type="checkbox"/>	ITEM 8.f <input type="checkbox"/>
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<p>9.a. <input type="checkbox"/> Agreement <input checked="" type="checkbox"/> Payment <input type="checkbox"/> Both</p>	<p>9.c. Position in labor organization or with employer (if an independent labor consultant, so state). <input style="width:100%;" type="text" value="National President"/></p>																
<p>9.b. Name and address of person with whom or through whom a separate agreement was made or to whom payments were made.</p> <p>Name <input style="width:100px;" type="text" value="Dennis"/> <input type="checkbox"/> <input style="width:100px;" type="text" value="Pierce"/></p> <p>P.O. Box, Building and Room Number, if any <input style="width:100%;" type="text" value="Standard Building, Mezzanine"/></p> <p>Street <input style="width:100%;" type="text" value="1370 Ontario Street"/></p> <p>City <input style="width:100%;" type="text" value="Cleveland"/></p> <p>State <input style="width:100px;" type="text" value="Ohio"/> ZIP Code + 4 <input style="width:100px;" type="text" value="44113"/></p>	<p>9.d. Name and address of firm or labor organization with whom employed or affiliated.</p> <p>Organization <input style="width:100%;" type="text" value="Brotherhood of Locomotive Engineers and Trainmen"/></p> <p>P.O. Box, Building and Room Number, if any <input style="width:100%;" type="text" value="Standard Building, Mezzanine"/></p> <p>Street <input style="width:100%;" type="text" value="1370 Ontario Street"/></p> <p>City <input style="width:100%;" type="text" value="Cleveland"/></p> <p>State <input style="width:100px;" type="text" value="Ohio"/> ZIP Code + 4 <input style="width:100px;" type="text" value="44113"/></p>																
<p>10.a. Date of the promise, agreement, or arrangement pursuant to which payments or expenditures were agreed to or made.</p> <p><input style="width:100%;" type="text"/></p>	<p>10.b. The promise, agreement, or arrangement was:</p> <p><input type="checkbox"/> Oral <input type="checkbox"/> Written* <input type="checkbox"/> Both</p> <p>(*Written agreements entered into during the fiscal year must be attached.)</p>																
<p>11.a. Date of each payment or expenditure (mm/dd/yyyy).</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="width:100%;"><input style="width:90%;" type="text" value="1/29/14"/></td></tr> <tr><td><input style="width:90%;" type="text" value="1/26/14"/></td></tr> <tr><td><input style="width:90%;" type="text" value="1/27/14"/></td></tr> <tr><td><input style="width:90%;" type="text" value="1/27/14"/></td></tr> <tr><td><input style="width:90%;" type="text" value="1/28/14"/></td></tr> </table>	<input style="width:90%;" type="text" value="1/29/14"/>	<input style="width:90%;" type="text" value="1/26/14"/>	<input style="width:90%;" type="text" value="1/27/14"/>	<input style="width:90%;" type="text" value="1/27/14"/>	<input style="width:90%;" type="text" value="1/28/14"/>	<p>11.b. Amount of each payment or expenditure</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="width:100%;"><input style="width:80%;" type="text" value="37"/></td></tr> <tr><td><input style="width:80%;" type="text" value="51"/></td></tr> <tr><td><input style="width:80%;" type="text" value="22"/></td></tr> <tr><td><input style="width:80%;" type="text" value="14"/></td></tr> <tr><td><input style="width:80%;" type="text" value="364"/></td></tr> </table>	<input style="width:80%;" type="text" value="37"/>	<input style="width:80%;" type="text" value="51"/>	<input style="width:80%;" type="text" value="22"/>	<input style="width:80%;" type="text" value="14"/>	<input style="width:80%;" type="text" value="364"/>	<p>11.c. Kind of each payment or expenditure (Specify whether payment or loan, and whether in cash or property)</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr><td style="width:100%;"><input style="width:90%;" type="text" value="Payment - Food & Beverage"/></td></tr> <tr><td><input style="width:90%;" type="text" value="Payment - Beverages"/></td></tr> <tr><td><input style="width:90%;" type="text" value="Payment - Beverages"/></td></tr> <tr><td><input style="width:90%;" type="text" value="Payment - Beverages"/></td></tr> <tr><td><input style="width:90%;" type="text" value="Payment - Reception/Dinner"/></td></tr> </table>	<input style="width:90%;" type="text" value="Payment - Food & Beverage"/>	<input style="width:90%;" type="text" value="Payment - Beverages"/>	<input style="width:90%;" type="text" value="Payment - Beverages"/>	<input style="width:90%;" type="text" value="Payment - Beverages"/>	<input style="width:90%;" type="text" value="Payment - Reception/Dinner"/>
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<p>12. Explain fully the circumstances of all payments, including the terms of any oral agreement or understanding pursuant to which they were made.</p> <div style="border: 1px solid black; padding: 5px; min-height: 150px;"> <p>Various relationship building activities</p> </div>																	

Part B

Name of Reporting Employer: United HealthCare Services, Inc.	File Number 6164
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Check Item Number (from Page 2) to which this Part B applies	ITEM 8.a <input checked="" type="checkbox"/>	ITEM 8.b <input type="checkbox"/>	ITEM 8.c <input type="checkbox"/>	ITEM 8.d <input type="checkbox"/>	ITEM 8.e <input type="checkbox"/>	ITEM 8.f <input type="checkbox"/>
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<p>9.a. <input type="checkbox"/> Agreement <input checked="" type="checkbox"/> Payment <input type="checkbox"/> Both</p>	<p>9.c. Position In labor organization or with employer (if an independent labor consultant, so state). <input type="text" value="First Vice President"/></p>
<p>9.b. Name and address of person with whom or through whom a separate agreement was made or to whom payments were made.</p> <p>Name <input type="text" value="Lee"/> <input type="text" value="Pruitt"/></p> <p>P.O. Box, Building and Room Number, if any <input type="text" value="Standard Building, Mezzanine"/></p> <p>Street <input type="text" value="1370 Ontario Street"/></p> <p>City <input type="text" value="Cleveland"/></p> <p>State <input type="text" value="Ohio"/> ZIP Code + 4 <input type="text" value="44113"/></p>	<p>9.d. Name and address of firm or labor organization with whom employed or affiliated.</p> <p>Organization <input type="text" value="Brotherhood of Locomotive Engineers and Trainmen"/></p> <p>P.O. Box, Building and Room Number, if any <input type="text" value="Standard Building, Mezzanine"/></p> <p>Street <input type="text" value="1370 Ontario Street"/></p> <p>City <input type="text" value="Cleveland"/></p> <p>State <input type="text" value="Ohio"/> ZIP Code + 4 <input type="text" value="44113"/></p>
<p>10.a. Date of the promise, agreement, or arrangement pursuant to which payments or expenditures were agreed to or made.</p> <p><input type="text"/></p>	<p>10.b. The promise, agreement, or arrangement was:</p> <p><input type="checkbox"/> Oral <input type="checkbox"/> Written* <input type="checkbox"/> Both</p> <p>(*Written agreements entered into during the fiscal year must be attached.)</p>

11.a. Date of each payment or expenditure (mm/dd/yyyy).	11.b. Amount of each payment or expenditure	11.c. Kind of each payment or expenditure (Specify whether payment or loan, and whether in cash or property)
<input type="text" value="1/29/14"/>	<input type="text" value="37"/>	<input type="text" value="Payment - Food & Beverage"/>
<input type="text" value="1/28/14"/>	<input type="text" value="364"/>	<input type="text" value="Payment - Reception/Dinner"/>
<input type="text" value="1/29/14"/>	<input type="text" value="104"/>	<input type="text" value="Payment - Golf Outing Green Fees"/>
<input type="text" value="1/31/14"/>	<input type="text" value="102"/>	<input type="text" value="Payment - Golf Outing Green Fees, Food & Beverage"/>
<input type="text" value="9/9/14"/>	<input type="text" value="26"/>	<input type="text" value="Payment - Beverages"/>

12. Explain fully the circumstances of all payments, including the terms of any oral agreement or understanding pursuant to which they were made.

Various relationship building activities

Part B

Name of Reporting Employer: United HealthCare Services, Inc.	File Number 6164
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<p>9.a. <input type="checkbox"/> Agreement <input checked="" type="checkbox"/> Payment <input type="checkbox"/> Both</p>	<p>9.c. Position In labor organization or with employer (if an independent labor consultant, so state). <input type="text" value="Vice President"/></p>
<p>9.b. Name and address of person with whom or through whom a separate agreement was made or to whom payments were made.</p> <p>Name <input type="text" value="John"/> <input type="text" value="Tolman"/></p> <p>P.O. Box, Building and Room Number, if any <input type="text" value="Standard Building, Mezzanine"/></p> <p>Street <input type="text" value="1370 Ontario Street"/></p> <p>City <input type="text" value="Cleveland"/></p> <p>State <input type="text" value="Ohio"/> ZIP Code + 4 <input type="text" value="44113"/></p>	<p>9.d. Name and address of firm or labor organization with whom employed or affiliated.</p> <p>Organization <input type="text" value="Brotherhood of Locomotive Engineers and Trainmen"/></p> <p>P.O. Box, Building and Room Number, if any <input type="text" value="Standard Building, Mezzanine"/></p> <p>Street <input type="text" value="1370 Ontario Street"/></p> <p>City <input type="text" value="Cleveland"/></p> <p>State <input type="text" value="Ohio"/> ZIP Code + 4 <input type="text" value="44113"/></p>
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11.a. Date of each payment or expenditure (mm/dd/yyyy).	11.b. Amount of each payment or expenditure	11.c. Kind of each payment or expenditure (Specify whether payment or loan, and whether in cash or property)
<input type="text" value="1/28/14"/>	<input type="text" value="364"/>	<input type="text" value="Payment - Reception/Dinner"/>
<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>
<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>
<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>
<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>

12. Explain fully the circumstances of all payments, including the terms of any oral agreement or understanding pursuant to which they were made.

Relationship building

Part B

Name of Reporting Employer: United HealthCare Services, Inc.	File Number 6164
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Check Item Number (from Page 2) to which this Part B applies	ITEM 8.a <input checked="" type="checkbox"/>	ITEM 8.b <input type="checkbox"/>	ITEM 8.c <input type="checkbox"/>	ITEM 8.d <input type="checkbox"/>	ITEM 8.e <input type="checkbox"/>	ITEM 8.f <input type="checkbox"/>
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<p>9.a. <input type="checkbox"/> Agreement <input checked="" type="checkbox"/> Payment <input type="checkbox"/> Both</p>	<p>9.c. Position in labor organization or with employer (if an independent labor consultant, so state). <input type="text" value="Vice Pres and Nat'l Legislative Rep"/></p>
<p>9.b. Name and address of person with whom or through whom a separate agreement was made or to whom payments were made.</p> <p>Name <input type="text" value="John"/> <input type="text" value="Tolman"/></p> <p>P.O. Box, Building and Room Number, if any <input type="text" value="1370 Ontario Street"/></p> <p>Street <input type="text"/></p> <p>City <input type="text" value="Cleveland"/></p> <p>State <input type="text" value="Ohio"/> ZIP Code + 4 <input type="text" value="44113"/></p>	<p>9.d. Name and address of firm or labor organization with whom employed or affiliated.</p> <p>Organization <input type="text" value="Brotherhood of Locomotive Engineers & Trainmen"/></p> <p>P.O. Box, Building and Room Number, if any <input type="text" value="1370 Ontario Street"/></p> <p>Street <input type="text"/></p> <p>City <input type="text" value="Cleveland"/></p> <p>State <input type="text" value="Ohio"/> ZIP Code + 4 <input type="text" value="44113"/></p>

<p>10.a. Date of the promise, agreement, or arrangement pursuant to which payments or expenditures were agreed to or made.</p> <p><input type="text"/></p>	<p>10.b. The promise, agreement, or arrangement was:</p> <p><input type="checkbox"/> Oral <input type="checkbox"/> Written* <input type="checkbox"/> Both</p> <p>(*Written agreements entered into during the fiscal year must be attached.)</p>
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11.a. Date of each payment or expenditure (mm/dd/yyyy).	11.b. Amount of each payment or expenditure	11.c. Kind of each payment or expenditure (Specify whether payment or loan, and whether in cash or property)
<input type="text" value="02/03/2015"/>	<input type="text" value="272"/>	<input type="text" value="Payment - Reception/Dinner"/>
<input type="text" value="02/04/2015"/>	<input type="text" value="111"/>	<input type="text" value="Payment - Golf Outing Green Fees, Cart Rental"/>
<input type="text" value="02/06/2015"/>	<input type="text" value="103"/>	<input type="text" value="Payment - Golf Outing Green Fees, Food & Beverage"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>

12. Explain fully the circumstances of all payments, including the terms of any oral agreement or understanding pursuant to which they were made.

Various relationship building activities

Part B

Name of Reporting Employer: Highmark Inc.	File Number 5285
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Check Item Number (from Page 2) to which this Part B applies	ITEM 8.a <input checked="" type="checkbox"/>	ITEM 8.b <input type="checkbox"/>	ITEM 8.c <input type="checkbox"/>	ITEM 8.d <input type="checkbox"/>	ITEM 8.e <input type="checkbox"/>	ITEM 8.f <input type="checkbox"/>
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9.a. <input type="checkbox"/> Agreement <input checked="" type="checkbox"/> Payment <input type="checkbox"/> Both	9.c. Position in labor organization or with employer (if an independent labor consultant, so state). <div style="border: 1px solid black; padding: 2px;">Vice President</div>
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9.b. Name and address of person with whom or through whom a separate agreement was made or to whom payments were made. Name <div style="border: 1px solid black; padding: 2px;">John</div> <input type="checkbox"/> <div style="border: 1px solid black; padding: 2px;">P</div> <div style="border: 1px solid black; padding: 2px;">Tolman</div> P.O. Box, Building and Room Number, if any <div style="border: 1px solid black; height: 15px; width: 100%;"></div> Street <div style="border: 1px solid black; padding: 2px;">1370 Ontario Street Mezz</div> City <div style="border: 1px solid black; padding: 2px;">Cleveland</div> State <div style="border: 1px solid black; padding: 2px;">Ohio</div> ZIP Code + 4 <div style="border: 1px solid black; padding: 2px;">44108</div>	9.d. Name and address of firm or labor organization with whom employed or affiliated. Organization <div style="border: 1px solid black; padding: 2px;">Brotherhood of Locomotive Engineers & Trainmen</div> P.O. Box, Building and Room Number, if any <div style="border: 1px solid black; height: 15px; width: 100%;"></div> Street <div style="border: 1px solid black; padding: 2px;">1370 Ontario Street Mezz</div> City <div style="border: 1px solid black; padding: 2px;">Cleveland</div> State <div style="border: 1px solid black; padding: 2px;">Ohio</div> ZIP Code + 4 <div style="border: 1px solid black; padding: 2px;">44108</div>
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10.a. Date of the promise, agreement, or arrangement pursuant to which payments or expenditures were agreed to or made. <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	10.b. The promise, agreement, or arrangement was: <input type="checkbox"/> Oral <input type="checkbox"/> Written* <input type="checkbox"/> Both (*Written agreements entered into during the fiscal year must be attached.)
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11.a. Date of each payment or expenditure (mm/dd/yyyy).	11.b. Amount of each payment or expenditure	11.c. Kind of each payment or expenditure (Specify whether payment or loan, and whether in cash or property)
02/03/2015	174	Payment: Credit Card/Remuneration
02/06/2015	101	Payment: Credit Card/Remuneration

12. Explain fully the circumstances of all payments, including the terms of any oral agreement or understanding pursuant to which they were made.

1. 02/03/2015: Highmark co-hosted banquet during the CRLO annual meeting; The Westin Diplomat Resort & Spa, 3555 South Ocean Drive, Hollywood, FL 33019.

2. 02/06/2015: Highmark co-hosted golf outing during the CRLO annual meeting; The Westin Diplomat Resort and Spa, 3555 South Ocean Drive, Hollywood, FL 33019.

Attachment B

Salary Received and "Allowances Disbursed" for Principal Officers of the Brotherhood of Locomotive Engineers and Trainmen (BLET) in 2014, 2015 and 2016

BLET Officer	Year	IBT Rail Conference	International Teamsters Union	BLET
Dennis Pierce, President	2014	0	\$36,000 Trade Division Representative	\$212,552 plus \$20,688 for "allowances disbursed"
	2015	0	\$36,000 Trade Division Representative	\$222,671 plus \$20,688 for "allowances disbursed"
	2016	0	\$36,000 Trade Division Representative	\$222,778 plus \$20,688 for "allowances disbursed"
Lee Pruitt, First Vice President	2014	\$8,500	\$15,000 Trade Conference Representative	\$173,403 plus \$20,688 for "allowances disbursed"
	2015	\$6,000	\$15,000 Trade Conference Representative	\$181,658 plus \$20,688 for "allowances disbursed"
	2016	\$8,500	\$15,000 Trade Conference Representative	\$181,746 plus \$20,688 for "allowances disbursed"
John Tolman, Vice President	2014	0	\$6,000 Trade Conference Representative	\$161,659 plus \$20,688 for "allowances disbursed"
	2015	0	\$6,000 Trade Conference Representative	\$169,355 plus \$20,688 for "allowances disbursed"
	2016	0	\$6,000 Trade Conference Representative	\$169,437 plus \$20,688 for "allowances disbursed"

All salary data drawn directly from the LM-2 Reports filed with the United States Department of Labor for the IBT Rail Conference, International Brotherhood of Teamsters or the Brotherhood of Locomotive Engineers and Trainmen for the years 2014, 2015 and 2016.