

In the Matter of  
ROME ALOISE

Before the  
INDEPENDENT REVIEW OFFICER

DISCIPLINARY DECISION OF THE INDEPENDENT REVIEW OFFICER

December 10, 2021

Following a *de novo* hearing regarding charges filed on February 14, 2020 by the Independent Investigations Officer against Mr. Aloise, I issued a decision, on October 7, 2021, in which I found that a preponderance of the evidence supported certain of the charges. More specifically, I found Mr. Aloise violated his prior suspension order, brought reproach upon the union, and violated a number of provisions of the IBT Constitution. *See In Re Rome Aloise, Opinion of the Independent Review Officer, October 7, 2021.* On December 3, 2021, after receiving submissions from the parties, I held a hearing to determine the appropriate sanction in this matter.

I have considered the criteria set out in Section 3553(a) of Title 18. *See In re Rome Aloise, Disciplinary Decision, December 22, 2017.* This includes evaluating the “nature and circumstances of the offense and the history and characteristics” of Mr. Aloise; the need for the discipline imposed to “reflect the seriousness of the offense, to promote respect for the law, and to provide just punishment for the offense;” the need for the “punishment to deter future violations; the kinds of penalties available; and the need to avoid unwarranted disparities amongst offenders with similar characteristics and who committed similar offenses.” *Id.*

In addition, I have considered the submissions of the parties and relevant precedent, as well as arguments from counsel and a statement by Mr. Aloise regarding the appropriate sanction that were made during the hearing on December 3, 2021. Notably, I have also considered that Mr. Aloise violated the terms of a previous suspension order, which was based upon a number of violations of the IBT Constitution. *See In Re Rome Aloise, Opinion of the Independent Review Officer, October 24, 2017 and Disciplinary Decision, December 22, 2017.*

In rendering the previous disciplinary sanction, I considered Mr. Aloise’s contributions and service to the IBT. As this is the second instance in which Mr. Aloise has been found to

have violated the IBT Constitution, he is “not entitled to any such consideration.” See *United States v. IBT [Friedman]*, 838 F. Supp. 800, 816 (SDNY 1993), aff’d, 33 F.3d 50 (2d Cir. 1994).

While an officer of the IBT, Mr. Aloise has consistently demonstrated an inability to comply with the IBT’s rules and with orders from the Independent Disciplinary Officers. Accordingly, Mr. Aloise is permanently barred from the Teamsters and is permanently enjoined from participating in union affairs in accordance with the Final Order. See Final Order ¶¶ 2, 4 and 5.

Teamsters “who are permanently enjoined from participating in union affairs under the mechanisms established by the Final Order are also permanently enjoined from knowingly associating with any member or employee of the IBT or any of its constituent entities.” Final Order ¶ 5. Additionally, under the Final Order, “all current and future members, officers, agents, representatives, employees and persons holding positions of trust in the IBT and any of its constituent entities are permanently enjoined from knowingly associating with any person enjoined from participating in union affairs.” Final Order at ¶ 2(C). Further, the Final Order prohibits members from knowingly permitting any barred member “to exercise any control or influence, directly or indirectly, in any way or degree, in the affairs of the IBT or any of its constituent entities.” See Final Order at ¶ 2 (E).

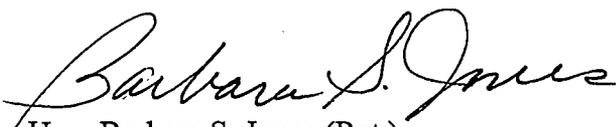
In this case, I find that certain exceptions to the associational ban are warranted. Teamsters, including family members, may have contact with Mr. Aloise in social settings, however, they are prohibited from discussing any of the affairs or business of the Teamsters with Mr. Aloise. This prohibition includes, but is not limited to, seeking Mr. Aloise’s advice or consultation regarding Teamster business, affairs or activities; soliciting or engaging Mr. Aloise in connection with any type of Teamster business, affairs or activities; allowing Mr. Aloise to

participate in any Teamster sponsored events; and/or allowing Mr. Aloise to participate in local union or International officer elections in any way. To be clear, no Teamster shall discuss or conduct any Teamster business with Mr. Aloise. Teamsters are also prohibited from permitting Mr. Aloise to exercise any control or influence, directly or indirectly, in any way or degree, in the affairs of the IBT or any of its constituent entities.

Teamsters who violate this order shall be subject to disciplinary action by the Independent Disciplinary Officers.

In order to properly transition Mr. Aloise's various responsibilities with the IBT, this order shall become effective on January 31, 2022.

SO ORDERED:



The Hon. Barbara S. Jones (Ret.)  
Independent Review Officers

Dated: December 10, 2021