

## **[2118 Officer “X” Charges - Part V - Impact and Course of Action]**

### **Impact**

These actions have significantly undermined the harmony and dignity of the union.

These actions have eroded trust among members, damaged the democratic process, and fostered a culture of fear and intimidation. The misuse of union communication channels and the orchestration of misinformation campaigns have not only compromised the integrity of union elections but also damaged the union's internal cohesion and public image. These actions reflect poorly upon our local union and bring discredit to the International Brotherhood of Teamsters. The impact of the actions herein underscores the need for accountability and transparency within our union operations, especially during an emotionally charged and critical time like union elections.

### **Recommended Course of Action**

Given the gravity of these allegations and their impact on our union operations, we must strongly recommend the following courses of action as a result of these charges:

1. **Formal Investigation:** Conduct a comprehensive investigation into the allegations against Captain [ACCUSED - REDACTED] to determine culpability and ascertain the full extent of the alleged misconduct.

2. **Removal from Position:** If the allegations provided herein are substantiated, and/or more substantial allegations or evidence is found during the investigation, Captain [ACCUSED - REDACTED] should be immediately removed from his position as [POSITION - REDACTED] for Local 2118 and declared permanently ineligible to hold any office within the International Brotherhood of Teamsters or Local 2118.
3. **Uphold Union Integrity:** Implement measures to restore confidence among union members and reinforce democratic principles within our union, including the performance of a thorough investigation into any and all election improprieties (with adequate notification to members from the IBT National or a superior body to the local that such an investigation is being conducted) and reporting the detailed findings of such an investigation directly to our union members. It must be further ensured that all members can freely express their opinions and participate in elections without fear of reprisal or interference.
4. **Communication and Transparency:** Increase transparency in local union operations and improve communication channels to rebuild trust among members and restore the union's public image.