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I am currently Counsel to the International Brotherhood of Teamsters. I received myJ.D. from the University ofVirginia in Charlottesville. I have represented labor unions and employees since 1974. I was a partner in the labor law firm of Cooper, Mitch and Crawford in Birmingham, Alabama, and subsequently Associate General Counsel of the United Mine Workers of America. In 1992 I left the United Mine Workers to join the new reform administration in the Teamsters. That administration is the first directly elected one in Teamster history, and won in a court-supervised election conducted in late 1992.