



Sent via email to [REDACTED]

June 20, 2023

Ms. Elizabeth Bohmholdt, Chairman  
Atlantic Maritime Employees, IND  
14202 97th Ave NW  
Gig Harbor, WA 98329

Case Number: 530-6025829([REDACTED])  
LM Number: 000077

Dear Ms. Bohmholdt:

This office has recently completed an audit of Atlantic Maritime Employees, IND under the Compliance Audit Program (CAP) to determine your organization's compliance with the provisions of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). As discussed during the exit interview with you on June 16, 2023, the following problems were disclosed during the CAP. The matters listed below are not an exhaustive list of all possible problem areas since the audit conducted was limited in scope.

#### Record Keeping Violations

Title II of the LMRDA establishes certain reporting and recordkeeping requirements. Section 206 requires, among other things, that labor organizations maintain adequate records for at least five years by which each receipt and disbursement of funds, as well as all account balances, can be verified, explained, and clarified. As a general rule, labor organizations must maintain all records used or received in the course of union business.

For disbursements, this includes not only original bills, invoices, receipts, vouchers, and applicable resolutions, but also documentation showing the nature of the union business requiring the disbursement, the goods or services received, and the identity of the recipient(s) of the goods or services. In most instances, this documentation requirement can be satisfied with a sufficiently descriptive expense receipt or invoice. If an expense receipt is not sufficiently descriptive, a union officer or employee should write a note on it providing the additional information. For money it receives, the labor organization must keep at least one record showing the date, amount, purpose, and source of that money. The labor organization must also retain bank records for all accounts.

The audit of the Atlantic Maritime Employees 2021 records revealed the following recordkeeping violations:

#### Disbursements to Vendors

The Atlantic Maritime Employees did not retain adequate supporting documentation for disbursements to vendors totaling at least \$2,606. For example, adequate supporting documentation was not retained for a \$37.10 disbursement that the union made to the United

States Postal Service on January 4, 2021, for postage. In support of this expenses, the Atlantic Maritime Employees only retained its January bank statement, which is not sufficient. As another example, adequate supporting documentation was not retained for a \$97.59 disbursement that the union made to "Hotel Deal TA Holiday" on April 15, 2021, for a ship visit. In support of this expenses, the Atlantic Maritime Employees only retained its April bank statement, which is not sufficient.

As noted above, labor organizations must retain original receipts, bills, and vouchers for all disbursements. The president and treasurer (or corresponding principal officers) of your union, who are required to sign your union's LM report, are responsible for properly maintaining union records.

Based on your assurance that the Atlantic Maritime Employees will retain adequate documentation in the future, OLMS will take no further enforcement action at this time regarding the above violations.

#### Reporting Violations

The audit disclosed a violation of LMRDA Section 201(b), which requires labor organizations to file annual financial reports accurately disclosing their financial condition and operations. The Labor Organization Annual Report (Form LM-3) filed by the Atlantic Maritime Employees for the fiscal year ended December 31, 2021, was deficient in that:

##### Disbursements to Officers

The Atlantic Maritime Employees did not include some reimbursements to officers totaling at least \$2,531 in the amounts reported Item 24 (All Officers and Disbursements to Officers). It appears the union erroneously reported these payments in Item 48.

The union must report most direct disbursements to the Atlantic Maritime Employees officers and some indirect disbursements made on behalf of its officers in Item 24. A "direct disbursement" to an officer is a payment made to an officer in the form of cash, property, goods, services, or other things of value. See the instructions for Item 24 for a discussion of certain direct disbursements to officers that do not have to be reported in Item 24. An "indirect disbursement" to an officer is a payment to another party (including a credit card company) for cash, property, goods, services, or other things of value received by or on behalf of an officer. However, indirect disbursements for temporary lodging (such as a union check issued to a hotel) or for transportation by a public carrier (such as an airline) for an officer traveling on union business should be reported in Item 48 (Office and Administrative Expense).

I am not requiring that the Atlantic Maritime Employees file an amended LM report for 2021 to correct the deficient items, but the Atlantic Maritime Employees has agreed to properly report the deficient items on all future reports it files with OLMS.

Other Violations

The audit disclosed the following other violation:

Inadequate Bonding

The audit revealed a violation of LMRDA Section 502 (Bonding), which requires that union officers and employees be bonded for no less than 10 percent of the total funds those individuals or their predecessors handled during the preceding fiscal year.

The Atlantic Maritime Employees officers and employees are currently bonded for \$25,000, but they must be bonded for at least \$33,590. The Atlantic Maritime Employees should obtain adequate bonding coverage for its officers and employees immediately. Please provide proof of bonding coverage to this office as soon as possible, but not later than June 30, 2023.

I want to extend my personal appreciation to the Atlantic Maritime Employees for the cooperation and courtesy extended during this compliance audit. I strongly recommend that you make sure this letter and the compliance assistance materials provided to you are passed on to future officers. If we can provide any additional assistance, please do not hesitate to call.

Sincerely,



Investigator