



February 7, 2024

Ms. Lauren Casey, President
Union of Labor Professionals
810 Clay Street
Oakland, CA 94607

Case Number: 530-6027745()
LM Number: 546324

Dear Ms. Casey:

This office has recently completed an audit of Union of Labor Professionals (ULP) 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 Vice President Meredith Staples on February 7, 2024, 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.

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 ULP for the fiscal year ended December 31, 2022, was deficient in the following areas:

1. Cash receipts (LM-3)

ULP did not correctly report receipts from dues or bank interest. The audit revealed that during 2022, ULP received at least \$806.20 in dues and \$19.71 in bank interest, totaling \$825.91. It appears that the union incorrectly reported dues receipts as \$462 and interest as \$19, for a total of \$481. The LM-3 instructions for Item 38 (Dues) require that the union report the total dues received by its organization.

2. Failure to File Bylaws

The audit disclosed a violation of LMRDA Section 201(a), which requires that a union submit a copy of its constitution and bylaws. No constitution or bylaws were on file at the beginning of the audit. ULP noted it does not have a constitution, but has now filed a copy of its bylaws.

I am not requiring that ULP file an amended LM report for 2022 to correct the deficient items, but ULP 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(s):

1. 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 audit revealed that ULP's officers and employees were not bonded for the minimum amount required for the time period of the audit. However, ULP obtained adequate bonding coverage and provided evidence of this to OLMS during the audit. As a result, OLMS will take no further enforcement action regarding this issue.

I want to extend my personal appreciation to Union of Labor Professionals 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

cc: Ms. Meredith Staples, Vice President