

U.S. Department of Labor

Employment Standards Administration
Office of Labor-Management Standards
Los Angeles District Office
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December 17,2008

Mr. Doug Brown
Graphic Communications AFL-CIO, Local 404
518 West Duarte Rd.
Monrovia, CA 91016

LM File Number: 518-063
Case Number: [REDACTED]

Dear Mr. Brown:

This office has recently completed an audit of Graphic Communication, Local 404 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 Bookkeeper Joyce Novick on October 31,2008 the following problem was disclosed during the CAP. The matter listed below is not an exhaustive list of all possible problem areas since the audit conducted was limited in scope.

The audit disclosed:

Reporting Violation

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-2 filed by Local 404 for fiscal year ending December 31,2007, was deficient in the following area:

Failure to File Bylaws

The audit disclosed a violation of LMRDA Section 201(a), which requires that a union submit a copy of its revised constitution and bylaws with its LM report when it makes changes to its constitution or bylaws. Local 404 amended its constitution and bylaws in January 2007, but did not file a copy with its LM report for that year.

Local 404 has now filed a copy of its constitution and bylaws.

I want to extend my personal appreciation to Graphic Communication, Local 404 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,

Alan Weiss
District Director

cc: Mr. David Valles, Vice President