

U.S. Department of Labor
Employment Standards Administration
Office of Labor-Management Standards
Seattle District Office
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February 23, 2010

Ms. Elizabeth Freeman, President
Hotel Employees & Restaurant Employees AFL-CIO
Local 8
2800 First Avenue, Room 3
Seattle, W A 98121

LM File Number 509-161
Case Number: ||| ||| ||| |||

Dear Ms. Freeman:

This office has recently completed an audit of Hotel Employees & Restaurant Employees (HERE) Local 8 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 February 22, 2010, 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.

**Reporting Violation
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 8 amended its constitution and bylaws in 2002, but did not file a copy with its LM report for that year. Local 8 has now filed a copy of its constitution and bylaws.

I want to extend my personal appreciation to HERE Local 8 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,

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Investigator