



July 16, 2010

Mrs. Cathleen Lukrich, Treasurer
Staff Nurses Association of Santa Rosa
Memorial Hospital
401-A Street
Santa Rosa, CA 95401

Case Number: [REDACTED]
LM Number: 542-946

Dear Mrs. Lukrich:

This office has recently completed an audit of Staff Nurses Association of Santa Rosa Memorial Hospital 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, President Sue Gadbois, and Bookkeeper Deb Prolo on July 16, 2010, 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-2 filed by Staff Nurses Association for fiscal year ending December 31, 2009, was deficient in the following area.

Failure to File By-laws

The audit disclosed a violation of LMRDA Section 201(a), which requires that a union submit a copy of its revised constitution or by-laws with its LM report when it makes changes to its constitution or by-laws. The Staff Nurses Association amended its by-laws on April 27, 2007, but did not file a copy with its LM-2 report for that year.

The Staff Nurses Association has now filed a copy of its 2007 by-laws.

I want to extend my personal appreciation to Staff Nurses Association for their

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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. Sue Gadbois, President