

**U.S. DEPARTMENT OF LABOR  
OFFICE OF LABOR-MANAGEMENT STANDARDS  
WASHINGTON, DC 20210**

**DETERMINATION**

Determination of a Complaint Filed under Title IV  
of the Labor-Management Reporting and Disclosure Act of 1959

On November 14, 2013, the Secretary of Labor received a complaint alleging violations of Section 401 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), in the regularly scheduled election of officers conducted on June 29, 2013, by Kaiser Permanente Nurse Anesthetists Association in Westminster, California.

Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that the union's email system was used to send a letter that contained the union logo from an officer to all members in support of a candidate and that the Web-based system used to conduct the election lacked secrecy.

Apprised of these findings, Kaiser Permanente Nurse Anesthetists Association agreed to conduct new nominations, if necessary, a new election, and installation for the offices of President-Elect and Secretary under the supervision of the Secretary of Labor, in accordance with Title IV of the LMRDA. The agreed upon remedial election was concluded on April 29, 2014. It is, therefore,

**DETERMINED**, that there is probable cause to believe that violations of Title IV of the LMRDA occurred which may have affected the outcome of the election conducted by Kaiser Permanente Nurse Anesthetists Association on June 29, 2013, but that these violations have been remedied by the new election, conducted in accordance with Title IV of the LMRDA, under the supervision of the Secretary of Labor, on April 29, 2014.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on June 29, 2013 is not warranted.

Signed this 18th day of June, 2014.

Patricia Fox  
Chief, Division of Enforcement

**U.S. Department of Labor**

Office of Labor-Management Standards  
Division of Enforcement  
Washington, DC 20210  
(202) 693-0143 Fax: (202) 693-1343



June 18, 2014

[REDACTED]

Dear [REDACTED]:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,

Patricia Fox  
Chief, Division of Enforcement

Enclosure

**U.S. Department of Labor**

Office of Labor-Management Standards  
Division of Enforcement  
Washington, DC 20210  
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June 18, 2014

Mr. Joshua Carr, President  
Kaiser Permanente Nurse Anesthetists Association  
KPNAA  
P.O. Box 370  
Westminster, California 92684

Dear Mr. Carr:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,

Patricia Fox  
Chief, Division of Enforcement

Enclosure