



October 25, 2020

Mr. Daniel Musard, President
IBEW 2323
22 Amflex Drive
Cranston, RI 02921

Case Number: 110-6017507
LM Number: 068379

Dear Mr. Musard:

This office has recently completed an audit of IBEW 2323 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 October 20, 2020, 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

Title II of the LMRDA establishes certain reporting and recordkeeping requirements. Section 206 requires, among other things, that labor organizations maintain adequate records for at least five years by which each receipt and disbursement of funds, as well as all account balances, can be verified, explained, and clarified. As a general rule, labor organizations must maintain all records used or received in the course of union business.

For disbursements, this includes not only original bills, invoices, receipts, vouchers, and applicable resolutions, but also documentation showing the nature of the union business requiring the disbursement, the goods or services received, and the identity of the recipient(s) of the goods or services. In most instances, this documentation requirement can be satisfied with a sufficiently descriptive expense receipt or invoice. If an expense receipt is not sufficiently descriptive, a union officer or employee should write a note on it providing the additional information. For money it receives, the labor organization must keep at least one record showing the date, amount, purpose, and source of that money. The labor organization must also retain bank records for all accounts.

The audit of Local 2323's 2018 records revealed the following recordkeeping violations:

Local 2323 did not retain adequate documentation for reimbursed expenses and credit card expenses incurred by Financial Secretary Steve Murphy for the Renaissance Westchester Hotel in White Plains New York totaling at least \$ 2,863.29 in July 2019 for union related business.

As noted above, labor organizations must retain original receipts, bills, and vouchers for all disbursements. The president and treasurer (or corresponding principal officers) of your union,

who are required to sign your union's LM report, are responsible for properly maintaining union records.

In addition, local 2323 did not maintain copies of the cancelled checks for December 2018. The checks were provided to OLMS once the local obtained them from the bank.

Based on your assurance that Local 2323 will retain adequate documentation in the future, OLMS will take no further enforcement action at this time regarding the above violations.

I want to extend my personal appreciation to IBEW 2323 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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Senior Investigator

cc: Steven Murphy, Financial Secretary