

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 December 30, 2021, 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 November 30, 2021, by Industrial Workers of the World, North American Regional Administration in Chicago, Illinois.

Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that the union failed to permit members in good standing the right to be candidates when it failed to provide those members due process at the hearing during the disciplinary process, which led to several nominated members being barred from running for office, despite appeals.

Apprised of these findings, Industrial Workers of the World, North American Regional Administration agreed to conduct new nominations and a new election of officers under the supervision of the Secretary of Labor, in accordance with Title IV of the LMRDA. The agreed upon remedial election was concluded on November 30, 2022 and January 5, 2023. 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 Industrial Workers of the World, North American Regional Administration on November 30, 2021, 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 November 30, 2022 and January 5, 2023.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on November 30, 2021 is not warranted.

Signed March 9, 2023.



Tracy L. Shanker  
Chief, Division of Enforcement

**U.S. Department of Labor**

Office of Labor-Management Standards  
Suite N-5119  
200 Constitution Ave., NW  
Washington, D.C. 20210  
(202) 693-0143



March 9, 2023

[REDACTED]

Dear [REDACTED]:

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

Sincerely,

[REDACTED]

Tracy L. Shanker  
Chief, Division of Enforcement

Enclosure

**U.S. Department of Labor**

Office of Labor-Management Standards  
Suite N-5119  
200 Constitution Ave., NW  
Washington, D.C. 20210  
(202) 693-0143



March 9, 2023

Kelsey Walker, General Secretary Treasurer  
IWW-NARA  
P.O. Box 180195  
Chicago, IL 60618

Dear Ms. Walker:

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

Sincerely,

[Redacted signature]

Tracy L. Shanker  
Chief, Division of Enforcement

Enclosure