

**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 January 29, 2024, the Secretary of Labor received 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 October 8, 2023, by the Industrial Union of Electrical Workers - Communications Workers of America (IUE-CWA) Local 86116 in St. Joseph, Nevada.

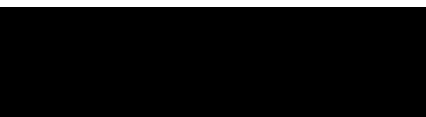
Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that Local 86116 failed to elect its officers by secret ballot, in violation of Section 401(a) of the LMRDA. Local 86116 also failed to provide adequate safeguards to ensure a fair election in that the union oversaw an additional polling site on election day which were not included in the local's election notice, in violation of Section 401(c) of the LMRDA. Finally, Local 86116 failed to provide proper notice of election to all members, in violation of Section 401(e) of the LMRDA.

Apprised of these findings, IUE-CWA Local 86116 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 July 21, 2024. 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 IUE-CWA Local 86116 on October 8, 2023, 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 July 9, 2024 and July 21, 2024.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on October 8, 2023 is not warranted.

Signed September 23, 2024.

A solid black rectangular box used to redact the signature of the Acting Chief.

Acting 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



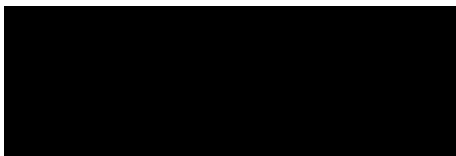
September 23, 2024



Dear [REDACTED]:

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

Sincerely,



Acting 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



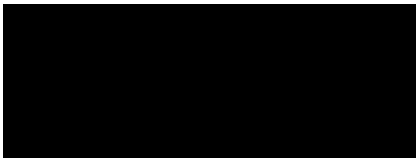
September 23, 2024

Mr. Adam Booth, President  
IUE-CWA Local 86116  
2329 S 22nd St., Ste. 103  
St. Joseph, MO 64503

Dear Mr. Booth:

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

Sincerely,



Acting 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



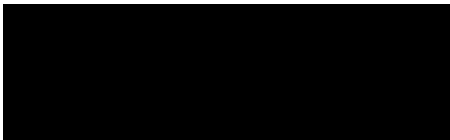
September 23, 2024

Carl Kennebrew, President  
IUE-CWA  
2701 Dryden Rd.  
Dayton, OH 45439

Dear Mr. Kennebrew:

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

Sincerely,



Acting Chief, Division of Enforcement

Enclosure