

**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 March 19, 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 November 30, 2023, by Heat and Frost Insulators and Allied Workers (HFIA) Local 30 in Syracuse, New York.

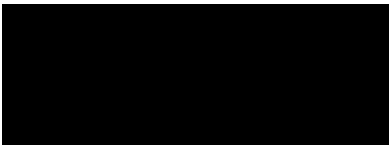
Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that Local 30 failed to ensure voter secrecy by not providing any means for members to vote in private during the election, in violation of Section 401(b) of the LMRDA. Additionally, the investigation determined that the incumbent candidate for business manager campaigned during his office hours to members while they were at work, in violation of Section 401(g) of the LMRDA.

Apprised of these findings, HFIA Local 30 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 February 6, 2025. 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 HFIA Local 30 on November 30, 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 February 6, 2025.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on November 30, 2023 is not warranted.

Signed March 17, 2025.

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



March 17, 2025

[REDACTED]

Dear [REDACTED]:

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

Sincerely,

[REDACTED]

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



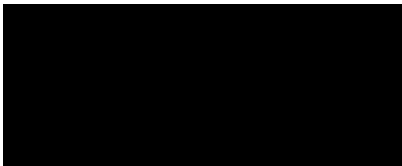
March 17, 2025

Krista Williams, President  
HFIA Local 30  
107 Twin Oaks Drive  
Syracuse, NY 13206

Dear Ms. Williams:

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



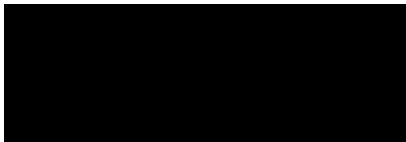
March 17, 2025

Terrence Larkin, General President  
HFIA International Union  
9602 Martin Luther King Jr. Hwy.  
Lanham, MD 20706

Dear Mr. Larkin:

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

Sincerely,



Acting Chief, Division of Enforcement

Enclosure