

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

DETERMINATION

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

On December 3, 2024 and January 8, 2025, the Secretary of Labor received complaints 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 December 17, 2024, by Secondary Lay Teachers Association (SLTA) in Lockport, NY.

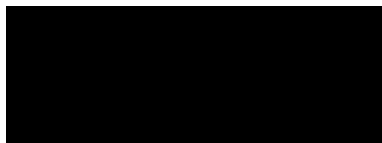
Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that SLTA is an LMRDA covered labor organization. The investigation also disclosed that SLTA failed to follow its constitution and failed to properly apply candidate qualifications in violation of Section 401(e) of the LMRDA when it amended its constitution after the nominations meeting to allow retired officers to run for office. Lastly, the investigation revealed that SLTA failed to conduct the election via secret ballot in violation of Section 401(b) of the LMRDA when it printed members names on the ballots used to elect to the union's president.

Apprised of these findings, Secondary Lay Teachers Association 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 April 28, 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 Secondary Lay Teachers Association on December 17, 2024, 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 28, 2025.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on December 17, 2024 is not warranted.

Signed May 30, 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
Division of Enforcement
Washington, DC 20210



May 30, 2025



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
Division of Enforcement
Washington, DC 20210



May 30, 2025

Ms. Kathy Walh-Henshaw, President
Secondary Lay Teachers Association
7121 Fieldcrest Drive
Lockport, NY 14094

Dear Ms. Walh-Henshaw:

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

Sincerely,



Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

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



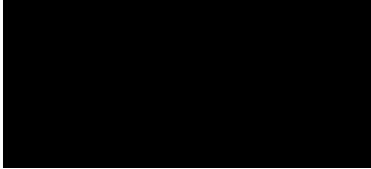
May 30, 2025

Mr. Michael DeSantis, President
National Association of Catholic School Teachers
3070 Bristol Pike
Building 2, Suite 101
Bensalem, PA 19020

Dear Mr. DeSantis:

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

Sincerely,



Chief, Division of Enforcement

Enclosure