



May 30, 2026

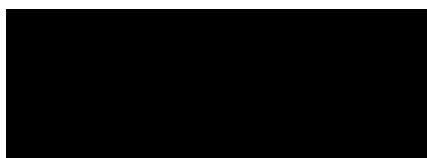


Dear [REDACTED]:

This is to advise you of the disposition of your complaint filed with the Secretary of Labor alleging that violations of Title III of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), occurred with respect to the imposition of a trusteeship by International Alliance of Theatrical Stage Employees (IATSE) over Theatrical Wardrobe Union Local 768 in San Jose, California.

Pursuant to Sections 340 and 601 of the LMRDA, an investigation was conducted by the Office of Labor-Management Standards. After carefully reviewing the investigative findings, and after consulting with the Solicitor of Labor, we have determined that legal action is not warranted in this case. We are, therefore, closing our file as of this date. The basis for this decision is set forth in the enclosed Statement of Reasons.

Sincerely,



Chief, Division of Enforcement

Enclosure

cc: [REDACTED], Associate Solicitor
Civil Rights and Labor-Management Division

U.S. Department of Labor

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



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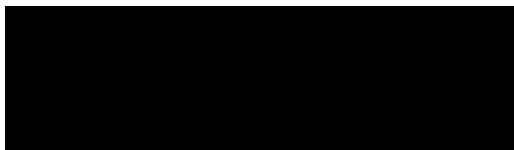
Matthew D. Loeb, President
International Alliance of Theatrical Stage Employees
207 West 25th Street, 4th Floor
New York, NY 10001

Dear President Loeb:

This is to advise you of the disposition of a complaint filed with the Secretary of Labor alleging that violations of Title III of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), occurred with respect to the imposition of a trusteeship by International Alliance of Theatrical Stage Employees (IATSE) over Theatrical Wardrobe Union Local 768 in Los Angeles, California.

Pursuant to Sections 340 and 601 of the LMRDA, an investigation was conducted by the Office of Labor-Management Standards. After carefully reviewing the investigative findings, and after consulting with the Solicitor of Labor, we have determined that legal action is not warranted in this case. We are, therefore, closing our file as of this date. The basis for this decision is set forth in the enclosed Statement of Reasons.

Sincerely,



Chief, Division of Enforcement

Enclosure

cc: [Redacted], Associate Solicitor
Civil Rights and Labor-Management Division

Statement of Reasons for Dismissing a Complaint
Alleging the International Alliance of Theatrical Stage Employees
Improperly Imposed a Trusteeship on its Subordinate,
Theatrical Wardrobe Union Local 768

This Statement of Reasons is in response to a complaint filed with the United States Department of Labor on May 12, 2025, by a member of Theatrical Wardrobe Union Local 768 alleging that the International Alliance of Theatrical Stage Employees (IATSE) imposed a trusteeship over Local 768 for a purpose not allowable under Section 302 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), 29 U.S.C. § 462.

The complaint alleged that the “trusteeship was established in bad faith primarily to maintain the status quo and to keep the entrenched leadership in power.” However, the complaint also stated that “conditions that exist in the union would otherwise have been legitimate grounds for imposing a trusteeship.” For the following reasons, the complaint is dismissed.

Section 302 of the LMRDA allows trusteeships for the purpose of “correcting corruption or financial malpractice, assuring the performance of collective bargaining agreements or other duties of a bargaining representative, restoring democratic procedures, or otherwise carrying out the legitimate objects of such labor organization.” 29 U.S.C. § 462. A trusteeship established by a parent body for a valid purpose, in conformity with the procedural requirements of its constitution and bylaws, is presumed valid for eighteen months from the date of its establishment and is not subject to attack during such period except by clear and convincing proof that the trusteeship was not established or maintained in good faith for a purpose allowable under Section 302 of the LMRDA. 29 U.S.C. § 464(c).

The complainant alleged that the trusteeship was imposed to keep former business agent Dana Glover and former trustee/assistant business agent Gina Graham in power. The complainant alleged that Glover and Graham were among those responsible for impeding the union’s proper functioning prior to the trusteeship. The complainant asserted that it was improper for the trustees to select them to run the union during the trusteeship when they were supposed to be suspended.

The initial Trusteeship Report, Form LM-15, that the international union filed with the Department stated that the reason for establishing the February 7, 2025 trusteeship was to restore democratic procedures. An attachment to the report explained that the decision was based on the international union’s findings that the local failed to complete necessary business at its general membership meetings and had allowed several agreements to lapse into their evergreen clauses.

The Department's investigation confirmed that the international union imposed the trusteeship for an allowable purpose. The investigation found that, prior to imposition of the trusteeship, the local was unable to execute standard union business, including negotiating contracts, establishing new working rules, and updating governing documents.

The investigation further found that all local officers, including Glover and Graham, were automatically suspended once the trusteeship was imposed, as required by article 7, section 16.b, of the IATSE constitution. The investigation established that, although suspended officers are not permitted to have decision-making authority during the trusteeship, they may be retained as staff with limited responsibility to conduct specific tasks under the supervision of the trustees, as Glover and Graham and one other former officer have been. Furthermore, the Department's investigation found that, since the trusteeship has been imposed, the union has updated multiple contracts, some of which had expired, and updated working rules.

As the complainant conceded, there were "legitimate grounds for imposing a trusteeship." For the reasons discussed above, the Department determined that the international union placed Local 768 under a trusteeship for an allowable purpose under Section 302 of the LMRDA.

The investigation also found that the international union established the trusteeship in conformity with the procedural requirements of the IATSE constitution and authorized or ratified it after a fair hearing. IATSE's procedures for imposing a trusteeship are set forth in article 7, section 16, of the IATSE constitution adopted July 19, 2021. Article 7, section 16.b, of the IATSE constitution authorizes the international president, with the consent of the general executive board, to declare a state of emergency, in a written complaint to the officers of a local union, when "reliable and credible information" indicates that "the actions of the officers or members thereof endanger the property rights or interests" of the international, the local, or its members, or "would constitute ground for disciplinary action" under the IATSE constitution, and irreparable injury is imminent. The complaint must summon the local officers to a hearing before an IATSE representative, at which they will have the opportunity to present evidence regarding the allegations. If, after the hearing, the state of emergency is deemed valid, the local officers' authority is suspended, and the international union assumes control of the local's records, finances, and operations. The sole authority to conduct the local's affairs during this state of emergency is with the international, but any officer or member in good standing has the right to appeal any decisions made by the trustee.

The records indicate that Local 768 was put into a trusteeship in accordance with these procedural requirements. The Department's investigation established that the charges brought against Local 768 were based on information gathered during an investigation into the local's democratic processes and procedures by the local's international representative. Local 768 was notified of the charges against it by letter from the

international president on December 11, 2024. The letter provided notice to the local officers that a trusteeship hearing would be held on January 9, 2025.

During the hearing, Local 768 had the opportunity to submit a plea, present evidence and witnesses, and cross-examine the witnesses of the charging party. Local 768 did not call any witnesses but did exercise its right to cross-examine one of the charging party's witnesses. Local 768 also made opening and closing statements.

The hearing officer issued a decision on January 28, 2025, finding the local guilty as charged and recommending that the local be placed into trusteeship. By decision issued February 5, 2025, the international president adopted the hearing officer's decision. The international union suspended the local officers' authority and assumed control of the local union. On February 25, 2025, the international union communicated to the membership that certain officers would be hired as staff to perform specific duties under the trustees' supervision.

As demonstrated, the trusteeship was imposed in accordance with the IATSE constitution for an allowable purpose under the LMRDA and was ratified after a fair hearing. Therefore, it will be presumed valid for eighteen months from its imposition on February 7, 2025.

Finally, the complaint raised various allegations of wrongdoing by the trustees, their employees, and/or the union's attorney, including allegations that they erred in dispatching jobs and maintaining the referral list, changed the referral procedures in the working rules, and interfered with rerunning the 2020 election. The complaint also alleged that the trustees do not have time to focus on Local 768 because they run other unions. These matters were not investigated or considered here, as they are not relevant to the Department's determination in this case that the international union's imposition of the trusteeship over Local 768 complied with its constitutional procedures and the LMRDA.

For the reasons stated above, there was no violation of the LMRDA in the imposition of the trusteeship. Accordingly, this matter does not require further action on the part of the Department, and we are closing our file in this matter.