

**U.S. Department of Labor**

Employment Standards Administration  
Office of Labor-Management Standards  
Buffalo District Office  
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June 17, 2008

Cynthia Cringle, President  
Office & Professional Empls, AFL-CIO  
Local Union 180  
24 Woodlawn Street  
Massena, NY 13662

LM File Number: 004-162

Case Number: [REDACTED]

Dear Ms. Cringle:

This office has recently completed an audit of the Office & Professional Empls, Local 180 under the Compliance Audit Program (CAP) to determine your organization's compliance with the provisions of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). As discussed during the exit interview on June 10, 2008 the following problems were disclosed during the CAP. The matter listed below is not an exhaustive list of all possible problem areas since the audit conducted was limited in scope.

Reporting Violation

Failure to File Bylaws

The audit disclosed a violation of LMRDA Section 201(a), which requires that a union submit a copy of its revised constitution and bylaws with its LM report when it makes changes to its constitution or bylaws. Local 180 amended its constitution and bylaws in October 2007, but did not file a copy with its LM report for that year.

Local 180 has now filed its constitution and bylaws.

I want to extend my personal appreciation to Local 180, for their cooperation and courtesy extended during this compliance audit. I strongly recommend that you make sure this letter and the compliance assistance materials provided to you are passed on to future officers. If we can be of any additional assistance, please do not hesitate to call.

Sincerely,

[REDACTED]

Investigator

cc: Lucie Bradley, Treasurer and Recording Secretary