



March 29, 2016

Ms. Kimberly Antes, Treasurer  
Florida Staff Union  
3064 Highland Oaks Terrace  
Tallahassee, FL 32301

Case Number: 410-6000172  
LM Number: 514371

Dear Ms. Antes:

This office has recently completed an audit of Florida Staff Union 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 with you on March 29, 2016, the following problems were disclosed during the CAP. The matters listed below are not an exhaustive list of all possible problem areas since the audit conducted was limited in scope.

#### Reporting Violations

The audit disclosed a violation of LMRDA Section 201(b), which requires labor organizations to file annual financial reports accurately disclosing their financial condition and operations. The Labor Organization Annual Report (Form LM-4) was not filed by the Florida Staff Union for fiscal years ended December 31, 2012, 2013, and 2014. Additionally, the audit disclosed that the Florida Staff Union terminated or ceased to exist on July 31, 2015.

The Florida Staff Union must file a terminal Form LM-4 for the fiscal year ended December 31, 2015. I encourage the Florida Staff Union to complete, sign, and file its report electronically using the Electronic Forms System (EFS) available at the OLMS website at [www.olms.dol.gov](http://www.olms.dol.gov). Reporting forms and instructions can be downloaded from the website, if you prefer not to file electronically. The terminal Form LM-4 should be filed electronically no later than April 15, 2016 or submitted to this office at the above address by the same date. Before filing, review the report thoroughly to be sure it is complete and accurate. Paper reports must be signed with original signatures.

I want to extend my personal appreciation to the Florida Staff Union for the 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 provide any additional assistance, please do not hesitate to call.

Sincerely,

[REDACTED]

[REDACTED]

Investigator