

U.S. Department of Labor

Employment Standards Administration
Office of Labor-Management Standards
Cincinnati District Office
36 E. 7th Street
Cincinnati, Ohio 45231
(513) 684-6840 / FAX: (513) 684-6845



January 19, 2005

Mr. Joseph Spain, President/Financial Secretary
Louisville Federation of Musicians
1346 Bardstown Road
Louisville, KY 40204

Re: [REDACTED]

Dear Mr. Spain:

This office has recently completed an audit of Local 11-637 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 December 13, 2004, 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.

The CAP disclosed a violation of 29 U.S.C. 436 Failure to Keep Records. The local did not have two bills provided by **7(c)** for the installation of lighting to the outside of the union building. During our interview you stated that the local's practice is not to pay a bill until you have some bill or invoice from the service provider. Further, you stated that the bill was probably misplaced. You agreed to be more diligent in keeping these records. Therefore, no further action will be taken.

We also discussed the need to update the bylaws to reflect the increase in the President and Vice President's salaries to \$1,000.00 per month and \$250.00 per month respectively. The increases were properly authorized by the Executive Board as evident by the local's meeting minutes. They were also properly brought to the attention of the members at the quarterly member meeting. After discussion you agreed to update the bylaws as soon as possible in accordance with the bylaw's procedure for amendments.

I want to extend my personal appreciation for your and Ms. Taylor's cooperation and courtesy during this compliance audit. If we can be of any assistance in the future, please do not hesitate to call.

Sincerely,

7(c)

Investigator