

**U.S. Department of Labor**

Office of Labor-Management Standards  
Seattle District Office  
1111 Third Avenue  
Room 605  
Seattle, WA 98101  
(206) 398-8099 Fax:(206) 398-8090



April 30, 2010

Ms. Lindsay Booth, Treasurer  
Teachers Local 3432  
2378 NW Irving Street  
Portland, OR 97210

LM File Number: 515-213  
Case Number: [REDACTED]

Dear Ms. Booth:

This office has recently completed an audit of Teachers Local 3432 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 and Joe Baxley on November 23, 2010, 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-3 filed by Local 3432 for fiscal year ending June 30, 2009, was deficient in the following areas:

1. Cash Reconciliation

It appears that the cash figures reported in Item 25 are not the cash figures according to the union's books after reconciliation to the bank statements. The instructions for Item 25 state that the union should obtain account balances from its books as reconciled to the balances shown on bank statements. Local 3432 has filed an amended Form LM-3 for fiscal year ending June 30, 2010, and corrected the deficient item discussed above. The amended Form LM-3 was submitted to this office on April 23, 2010.

2. 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 3432 amended its constitution and bylaws in 1998, but did not file a copy with its LM report for that year. Local 3432 has now filed a copy of its constitution and bylaws.

I want to extend my personal appreciation to Teachers Local 3432 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,



Investigator

cc: Mr. Joseph Baxley, President