

U.S. Department of Labor

Employment Standards Administration
Office of Labor-Management Standards
Nashville District Office
233 Cumberland Bend Drive, Ste. 110
Nashville, TN 37228
(615) 736-5906 / FAX: (615) 736-7148



May 5, 2005

Mr. Charles James, Treasurer
Security, Police, Fire Professionals of America
Local Union 403
P.O. Box 1033
Spring Hill, TN 37174-1033

Re: 2

Dear Mr. James:

This office has recently completed an audit of the Security, Police and Fire Professional of America, Local 403, 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, President, Linda Isbell, and Trustee, Tom Wright on April 21, 2005, 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 LMRDA section 201(a) which requires that unions submit a copy of their current constitution and bylaws with its LM report when bylaw changes are made. Local 403 amended its constitution and bylaws in 2003, but a copy of the constitution and bylaws was not filed with Local 403's LM-3 report for that year. A copy of the amended constitution and bylaws was provided during the audit; therefore, no further action is required.

I strongly recommend that you make sure that this letter and the compliance assistance materials that were provided to you are passed on to yours and Ms. Isbell's successors at whatever time you may leave office.

I want to extend my personal appreciation for your and your entire staff'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,

7001

Investigator /

cc: Ms. Linda Isbell, President