

by each employee is necessary to ensure the use of vacation is not abused. You agreed to begin keeping a record of vacation hours accumulated and used.

Based on your assurance that Local Union 491 will retain adequate documentation in the future, OLMS will take no further enforcement action at this time regarding the above violation.

I want to extend my personal appreciation to Laborers, Local Union 419 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,

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Investigator

cc: Mr. Timothy Uphold, President