

U.S. Department of Labor

Employment Standards Administration
Office of Labor-Management Standards
Boston District Office
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Boston, MA 02203
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July 12, 2005

Teamsters Local 259
Ralph Goscinak
40 Willard Street
Quincy, MA 02169

Re: *2*

Dear Mr. Goscinak:

I recently completed an audit of your local 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, as Amended (LMRDA). As discussed during the exit interview with you on July 7, 2005, the following problems were discussed 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 the union erroneously added the officers' allowances to the gross salary rather than separately report it column (e) of schedule 9. Also, the union did not adequately document its credit card charges in that it failed to preserve the store/hotel bills received at the point of purchase. Monthly credit statements do not identify what was purchased, only when it was purchased, hence its detail is insufficient.

Our audits have two purposes: one, to take measure of how well you are complying with the law and regulations and second, to suggest steps to improve your bookkeeping and internal controls. In the latter vein, I urge you to add to the union by-laws a section that explicitly describes all the compensation to which your full-time officers are entitled. The local's practice of compensating officers for both unused vacation and unused holidays is quite unusual. Though I am aware that the executive board reaffirmed the officers' compensation under the urging of the International, I believe that the reaffirmation should go a step further and be included in your by-laws. By such visible means, you leave no room for misunderstanding as to what the local's policy is in regard to compensation. Such an amendment will also bind succeeding officers to a uniform policy.

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

Sincerely,

F(L)

Investigator