

**U.S. DEPARTMENT OF LABOR
OFFICE OF LABOR-MANAGEMENT STANDARDS
WASHINGTON, DC 20210**

DETERMINATION

Determination of a Complaint Filed under Title IV
of the Labor-Management Reporting and Disclosure Act of 1959

On January 26, 2016, the Secretary of Labor received a complaint alleging that a violation of Section 401 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), occurred in the regularly scheduled election of officers conducted on December 4, 2015, by Art Directors Guild, IATSE Local 800 in Studio City, California.

Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that the union failed to hold a secret ballot election once every three years for all officer positions as required by Section 401(b) of the LMRDA. Specifically, the investigation concluded that executive director, associate executive director, and 12 members of the Board of Directors met the definition of "officer" at Section 3(n) of the LMRDA, and therefore should be elected by secret ballot by the members in good standing not less than once every three years.

Apprised of these findings, Art Directors Guild, IATSE Local 800 agreed to conduct nominations and an election for executive director, associate executive director and 12 members of the Board of Directors under the supervision of the Secretary of Labor, in accordance with Title IV of the LMRDA. The agreed upon remedial election was concluded on June 29, 2016. It is, therefore,

DETERMINED, that there is probable cause to believe that the violation of Title IV of the LMRDA specified above that existed in Art Directors Guild, IATSE Local 800 at the time the complaint was filed on January 26, 2016, has now been remedied by the mail ballot election, conducted in accordance with Title IV of the LMRDA, under the supervision of the Secretary of Labor, on June 29, 2016.

Therefore, civil action under Section 402(b) of the LMRDA to compel the union to hold a secret ballot election for all the officer positions specified above is not warranted.

Signed this 8th day of August, 2016.

Sharon Hanley
Chief, Division of Enforcement

U.S. Department of Labor

Office of Labor-Management Standards
Division of Enforcement
Washington, DC 20210
(202) 693-0143 Fax: (202) 693-1343



August 8, 2016

[REDACTED]

Dear [REDACTED]:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,

Sharon Hanley
Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

Office of Labor-Management Standards
Division of Enforcement
Washington, DC 20210
(202) 693-0143 Fax: (202) 693-1343



August 8, 2016

Mr. Nelson Coates, President
Art Directors Guild, IATSE Local 800
11969 Ventura Boulevard, 2nd Floor
Studio City, California 91604

Dear Mr. Coates:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,

Sharon Hanley
Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

Office of Labor-Management Standards
Division of Enforcement
Washington, DC 20210
(202) 693-0143 Fax: (202) 693-1343



August 8, 2016

Mr. Matthew D. Loeb, International President
IATSE
207 West 25th Street, 4th Floor
New York, New York 10001

Dear Mr. Loeb:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,

Sharon Hanley
Chief, Division of Enforcement

Enclosure