

**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 August 3, 2018, the Secretary of Labor received a complaint alleging violations of Section 401 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), in the regularly scheduled election of officers conducted on April 2, 2108, by Security, Police and Fire Professionals of America Local 329 in Roseville, Michigan.

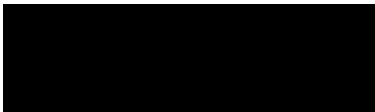
Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that the union failed to maintain ballot secrecy during the election. The union's ballot handling procedures would have allowed anyone with access to the ballots to identify the voter of every ballot.

Apprised of these findings, SPFPA agreed to conduct a new election of officers under the supervision of the Secretary of Labor, in accordance with Title IV of the LMRDA. The agreed upon remedial election was concluded on December 21, 2018. It is, therefore,

**DETERMINED**, that there is probable cause to believe that violations of Title IV of the LMRDA occurred which may have affected the outcome of the election conducted by Security, Police and Fire Professionals of America Local 329 on April 2, 2108, but that these violations have been remedied by the new election, conducted in accordance with Title IV of the LMRDA, under the supervision of the Secretary of Labor, on December 21, 2018.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on April 2, 2108 is not warranted.

Signed February 13, 2019.



Brian A. Pifer  
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



January 28, 2019

[Redacted]

Dear [Redacted]

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

Sincerely,

[Redacted]

Andrew Auerbach  
Acting 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



January 28, 2019

Mr. Mark Bonn, President  
Security, Police and Fire Professionals of America Local 329  
25510 Kelly Road  
Roseville, MI 48066

Dear Mr. Bonn:

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

Sincerely,

[REDACTED]

Andrew Auerbach  
Acting 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



January 28, 2019

Mr. David L. Hickey, President  
Security, Police and Fire Professionals of America  
25510 Kelly Road  
Roseville, MI 48066

Dear Mr. Hickey:

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

Sincerely,



Andrew Auerbach  
Acting Chief, Division of Enforcement

Enclosure