

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 July 2, 2019, the Secretary of Labor received a complaint alleging violations of Section 401 of the Labor-Management Reporting and Disclosure Act (LMRDA), in the election of officers of Service Employees International Union Local 775 Staff Union Union (SUU) conducted on February 27, 2019, in Seattle, Washington.


Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation determined that the union failed to adhere to the LMRDA's ballot secrecy requirement in that the election was conducted via [surveymonkey.com](https://www.surveymonkey.com), a method that neither prevents members from casting multiple votes, nor prevents the connection of voter and vote. The investigation further found that the union failed to mail a notice of election to the last known home address of every member. Further, the union failed to provide adequate safeguards to ensure a fair election in that it failed to make a reasonable effort to keep its membership mailing list current, and failed to provide members with adequate instructions for properly casting their ballots. Finally, steps were not taken to ensure that only eligible members in good standing were allowed to vote.

Apprised of these findings, SUU agreed to conduct a new election under the supervision of the Secretary of Labor, in accordance with Title IV of the LMRDA. The agreed upon remedial election was concluded on November 15, 2019. 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 of SUU officers on February 27, 2019, 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 November 15, 2019.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on February 27, 2019 is not warranted.

Signed this 2nd day of January, 2020.

  
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 2, 2020

[REDACTED]

Dear [REDACTED]:

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

Sincerely,

[REDACTED]

Brian A. Pifer  
Chief, Division of Enforcement

Enclosure

**U.S. Department of Labor**

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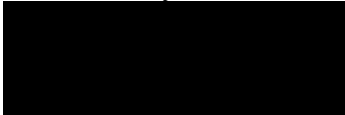
January 2, 2020

Yoko Kuramoto-Eidsmoe, Co-Chair/ Co-President  
SEIU 775 Staff Union Union (SUU)  
215 Columbia Street  
Seattle, WA 98104

Dear Ms. Kuramoto-Eidsmoe:

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

Sincerely,



Brian A. Pifer  
Chief, Division of Enforcement

Enclosure