



May 15, 2020

[REDACTED]

Dear [REDACTED]:

This Statement of Reasons is in response to your complaint, received by the U.S. Department of Labor on October 28, 2019. The complaint alleged that a violation of Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA or Act) occurred in connection with the August 28, 2019, election of officers conducted by the Screen Actors Guild - American Federation of Television and Radio Announcers (SAG-AFTRA).

The Department conducted an investigation of your allegation. As a result of the investigation, the Department has concluded, with respect to your allegation, that there were no violations of the LMRDA that affected the outcome of the election.

Section 401(c) of the LMRDA prohibits disparate candidate treatment. 29 U.S.C. § 481(c). You alleged SAG-AFTRA violated this provision when two of the five candidates for national president were excluded from an August 15, 2019, town hall forum. The investigation found that UnionWorking, an independent, grassroots organization, hosted the forum. Although UnionWorking is composed of SAG-AFTRA members, it does not engage in collective bargaining. Moreover, UnionWorking does not employ any individuals. Because UnionWorking is neither a labor union nor an employer, this allegation does not constitute a violation of the LMRDA.

For the reasons set forth above, the Department has concluded that there were no violations of the LMRDA that may have affected the outcome of the election. Accordingly, the office has closed the file on this matter.

Sincerely,

[REDACTED]

Brian A. Pifer  
Chief, Division of Enforcement

cc: Gabrielle Carteris, President  
SAG-AFTRA  
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Beverly Dankowitz, Associate Solicitor  
Civil Rights and Labor-Management Division