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MIAMI-DADE COUNTY
COMMISSION ON ETHICS & PUBLIC TRUST

In re: AFSCME Local 199

Case No: 11-25

PUBLIC REPORT AND FINAL ORDER

Maria Altmonte filed the above-captioned complaint against various officials of AFSCME Local 199 for retaliation. Altmonte filed a sexual harassment complaint against Respondent Fuller in 2009.

Altmonte served as Union Representative and Staff Member of AFSCME Local 199. In 2009, Altmonte made a verbal complaint to Union President Robert Glover that she was being sexually harassed by Respondent Leon Fuller. Altmonte also made a written complaint. Local 199 instructed Respondent Fuller to stop the conduct. Subsequently, in 2010, the Respondents (as officers of Local 199) complained that Altmonte and Glover were misusing their union expense accounts. In June, 2010, Altmonte was suspended as an officer of Local 199. Altmonte was reinstated by the International on July 29, 2010. In August, 2010, the Respondents filed formal misappropriation charges with the

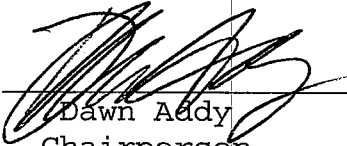
Judicial Panel of the International against Almonte. In March, 2011, Almonte filed a retaliation claim with the Equal Employment Opportunity Commission (EEOC) on the grounds that the misappropriation charges were retaliation for the sexual harassment complaint. Earlier this year, the International dismissed all charges against Almonte.

On September 21, 2011, after reviewing the complaint and being otherwise advised in the premises, the Ethics Commission found the complaint legally insufficient because the Ethics Commission does not have jurisdiction over retaliation by union officials against union members. Accordingly, the complaint against the officials of AFSCME Local 199 is dismissed.

DONE AND ORDERED by the Miami-Dade County Commission on Ethics and Public Trust in public session on September 20, 2011.

**MIAMI-DADE COUNTY COMMISSION
ON ETHICS AND PUBLIC TRUST**

By: _____


Dawn Aady
Chairperson

cc: Maria Almonte
Jerry Mathis
Enrique De La Aguilera
Robert Arras
Jose Luis Diaz
Leon Fuller