

**Report of the
Appeals Committee
to the
2022 Presidents Meeting**

Communications Workers of America

June 13, 2022

INTRODUCTION

The Appeals Committee convened June 10, 2022 through June 13, 2022, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on June 10 through June 13, 2022, between the hours of 2:00 p.m. through 6:00 p.m. Outside of these hours, the Committee was available to meet by appointment with interested parties.

I would like to thank the Committee members – Kevin Sheil, President, CWA Local 1103; Gregg Bialek, Vice President, CWA Local 13000; Rodney Hughes, President, CWA Local 3607; Charles Daniels, President, CWA Local 4123; and Barbara Tolbert, President, CWA Local 3250, for their hard work and the time they devoted to these appeals. Also, the Committee thanks John Dempsey, Staff Representative, CWA District 1, for his support and assistance.

APPEAL 1

Local 9423 Secretary-Treasurer Monica Alvarado appealed the decision of the CWA Executive Board to partially uphold the Local Trial Court's ruling and the Local Executive Board's affirmation of that ruling which found Secretary-Treasurer Alvarado guilty of four of sixteen charges made against her. (In its consideration of Secretary-Treasurer Alvarado's appeal, the Committee noted that the Executive Board had found merit in three closely related charges which it properly regarded as one charge.) This appeal is timely and properly before the 2022 Presidents' Meeting.

The only question remaining before the 2022 Presidents' Meeting is whether Secretary-Treasurer Alvarado (i) failed to train another Local officer (namely the President and Executive Vice President) how to print checks through QuickBooks (10th charge), failed to share her QuickBooks password (11th charge), and failed to train another individual to process Local payroll and pay bills (13th charge); and (ii) failure to turn over her keys to the local office when directed to do so by the Local President (15th charge). The Executive Board found that sufficient evidence existed to sustain these charges, but not the other twelve (12) charges, and reduced the penalty imposed by the Local Trial Court from an eight year suspension from membership to a one year suspension from membership.

There was sufficient evidence introduced at the trial to substantiate the allegations regarding access to QuickBooks. Specifically, from January 2021, to at least September 2021, the local officers, other than Secretary-Treasurer Alvarado, had no access to QuickBooks. Inaction by President Hogue exacerbated the situation. However, President Hogue's conduct is not a question before the Appeals Committee. Therefore, the Appeals Committee finds sufficient evidence to sustain this charge.

Additionally, the Appeals Committee finds that Secretary-Treasurer Alvarado did not return the Local's keys when President Hogue requested that she do so. Accordingly, the Appeals Committee finds sufficient evidence to sustain this charge as well.

The Appeals Committee agrees with the CWA Executive Board's conclusion that Secretary-Treasurer Alvarado be suspended from membership for one year starting March 28, 2022, and recommends that the Executive Board's decision be upheld and Secretary-Treasurer Alvarado's appeal be denied.