

**Report of the
Appeals Committee**

to the

80th Convention

INTRODUCTION

The Appeals Committee convened from August 7 to August 10, 2025, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Union's Internal Appeals Procedures, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on August 9 and 10 from 2:00 PM to 6:00 PM. The Committee was also available by appointment between August 7 and August 11 outside of these hours.

I would like to thank the Committee members – Rodney Hughes, President, CWA Local 3607, Chair; Nicole Adams, President, CWA Local 1111; Charles “Bubba” Craddock, President, CWA Local 2201; Megan Green, President, CWA Local 7076; and Stephen Griswold, President, NABET-CWA Local 54041.

The Committee also thanks Mike Handley, CWA District 4 Administrative Director, for his support and assistance.

APPEAL #1

By letter dated July 24, 2024, Josue Zavala appealed the decision of the CWA Executive Board to uphold the verdict of a local trial court, which suspended him from membership for a period of one year. Zavala's appeal is timely and properly before the 2025 CWA Convention.

At a March 2023 membership meeting of Local 6201, Zavala proposed a motion to organize Premises Technicians who were not members of the Union. The motion passed, and the Local authorized the use of SIF funds to cover both lost time for Zavala, and breakfast for employees who were in attendance. Between April and July 2023, Zavala attended eight meetings with Prem Techs across eight garages throughout the Local's jurisdiction. During the course of these meetings, Zavala collected numerous names and e-mail addresses from Prem Techs. Using the information he gathered while on union business during these meetings, Zavala created an e-mail list, which he used to boost his personal campaign for Secretary-Treasurer of Local 6201.

During the course of the election, in October 2023, the Local Election Committee learned of the existence of the e-mail list Zavala had compiled using union funds. On three occasions the Local Election Committee requested that Zavala turn the e-mail list over to the Local, and each time Zavala refused. Zavala won his race for the secretary-treasurer position by seven votes. Shortly thereafter, the Local Election Committee found merit in a challenge based upon Zavala's use of the e-mail list, to the exclusion of other candidates, and ordered a rerun election. Toia Russell then filed timely and procedurally appropriate charges concerning the e-mail list against Zavala. The charges were adjudicated by a local trial court, which suspended Zavala from membership for one year.

At previous stages of his appeal, Zavala raised numerous objections to the charges, the trial, and his sentence. The Committee found none of his arguments persuasive, and it found the allegations against him to be well-supported. Accordingly, the Committee recommends upholding the suspension imposed by the Local Trial Court and upheld by the CWA Executive Board.

APPEAL #2

On June 24, 2024, Anthony Scorzo appealed the decision of the CWA Executive Board to rerun the Local 7777 election to the 2025 CWA Convention. Scorzo's appeal is timely and properly before the 2025 Convention.

On or about November 10, 2023, the votes were counted, and the members of the United Forward Slate, including Scorzo, received the majority of the votes in each of their respective races. By letter dated November 19, 2023, Audrey Deguio filed a challenge with the Local Election Committee on behalf of the Clear Choice Slate, alleging fourteen separate violations, mostly concerning DOL regulations. The Local Election Committee declined to set aside the results of the election. On or about January 18, 2024, following an appeal, the Local Executive Board upheld the decision of the Local Election Committee.

On January 19, 2024, Deguio filed an appeal on behalf of the Clear Choice Slate with District 7 Vice President Susie McAllister. On February 16, 2024, Vice President McAllister upheld the appeal, finding that Scorzo's use of the Microsoft Teams platform used by Lumen, his employer, constituted unlawful company support for him and his slate. Specifically, Scorzo placed a QR code and a ribbon reading, "UNITED FORWARD SLATE" in his avatar and work profile on Microsoft Teams. The QR code linked to the United Forward Slate's website. Vice President McAllister concluded that this was effectively the use of company resources to support candidates for office which could have impacted the election outcome and directed a rerun. Scorzo appealed, and the results and reasoning relied upon by Vice President McAllister were also relied upon by President Cummings and by the CWA Executive Board.

The Appeals Committee found the analysis of Vice President McAllister, President Cummings, and the CWA Executive Board to be persuasive. The law is clear that the use of company resources in support of candidacy for union office is illegal, and that is what occurred here. The use of the ribbon and QR code on a company platform and work profile could have given the United Forward Slate more attention, visibility, and support than it would have received otherwise, particularly among Lumen employees, who make up a plurality of the membership of Local 7777.

Because the Appeals Committee believes that what occurred here is a clear violation of the LMRDA's prohibition on the use of company resources to support candidacy for union office, it must recommend upholding the decision of the CWA Executive Board.