

**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 March 18, 2021, the Secretary of Labor received a complaint alleging violations of Section 401 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), in the regularly scheduled election of officers conducted on November 12 and December 11, 2020, by Communication Workers Local 2100 in Middle River, Maryland.

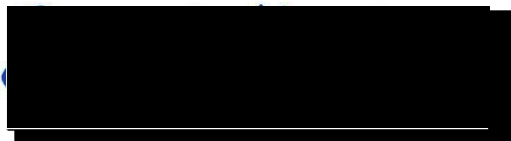
Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that union funds were used to promote the candidacy of Mary Jenkins when an election committee member helped prepare her campaign literature while on union paid time in violation of Section 401(g) of the LMRDA. In addition, the union failed to comply with a reasonable request of a bona fide candidate to send a campaign email to members on the union's email list in violation of Section 401(c) of the LMRDA.

Apprised of these findings, CWA Local 2100 agreed to conduct a new election for secretary-treasurer under the supervision of the Secretary of Labor, in accordance with Title IV of the LMRDA. The agreed upon remedial election was concluded on July 22, 2021. 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 conducted by Communication Workers Local 2100 on November 12 and December 11, 2020, 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 July 22, 2021.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on November 12 and December 11, 2020 is not warranted.

Signed September 23, 2021.



Tracy L. Shanker
Chief, Division of Enforcement

U.S. Department of Labor

Office of Labor-Management Standards
Suite N-5119
200 Constitution Ave., NW
Washington, D.C. 20210
(202) 693-0143



September 23, 2021

[REDACTED]

Dear [REDACTED]:

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

Sincerely,

[REDACTED]

Tracy L. Shanker
Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

Office of Labor-Management Standards
Suite N-5119
200 Constitution Ave., NW
Washington, D.C. 20210
(202) 693-0143



September 23, 2021

Nick Riddle, President
Communication Workers Local 2100
12436 Eastern Ave.
Middle River, MD 21220

Dear Mr. Riddle:

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

Sincerely,

A large black rectangular redaction box covering the signature area.

Tracy L. Shanker
Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

Office of Labor-Management Standards
Suite N-5119
200 Constitution Ave., NW
Washington, D.C. 20210
(202) 693-0143



September 23, 2021

Christopher Shelton, President
Communication Workers of America
501 3rd St., NW
Washington, DC 20001

Dear Mr. Shelton:

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

Sincerely,



Tracy L. Shanker
Chief, Division of Enforcement

Enclosure