

**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 February 5, 2024, 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 October 23, 2023, by Communications Workers Local 6215 in Dallas, Texas.

Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that Communications Workers Local 6215 denied a candidate's reasonable request to distribute campaign literature to the membership via the union's e-mail address list and denied eligible members a reasonable opportunity to vote, permitted ineligible members to vote, and treated candidates disparately when it failed to properly update its voter eligibility list and failed to include some eligible members on that eligibility list when presented for inspection by candidates.

Apprised of these findings, Communications Workers Local 6215 agreed to conduct a new election of officers 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 17, 2024. 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 Communications Workers Local 6215 on October 23, 2023, 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 17, 2024.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on October 23, 2023, is not warranted.

Signed August 29, 2024.



Molly Wagoner  
Acting 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



August 29, 2024

[REDACTED]

Dear [REDACTED]:

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

Sincerely,

[REDACTED]

Molly Wagoner  
Acting 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



August 29, 2024

Ronald Swaggerty, President  
Communications Workers Local 6215  
1408 North Washington St., Suite 300  
Dallas, TX 75204

Dear President Swaggerty:

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

Sincerely,

A solid black rectangular box redacting the signature of Molly Wagoner.

Molly Wagoner  
Acting 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



August 29, 2024

Claude Cummings Jr., President  
Communications Workers of America  
501 3rd Street, NW  
Washington, DC 20001

Dear President Cummings:

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

Sincerely,



Molly Wagoner  
Acting Chief, Division of Enforcement

Enclosure