



Via E-mail & Regular Mail

February 18, 2021

Mr. Mike Elk
2030 Webster Avenue
Apt. 302
Pittsburgh, PA 15219

Dear Mr. Elk:

I am in receipt of your February 15, 2021 e-mail. You are requesting that I open an investigation into an alleged assault against you by Zach Tanner, a member of the Pittsburgh Newspaper Guild. I have no authority to open such an investigation.

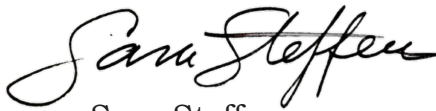
Pursuant to Articles XIX and XX of the CWA Constitution, charges must be filed at the local level unless the charges allege that the charged party has sought the replacement of CWA as the collective bargaining representative or the accuser and accused are the Local President and Secretary-Treasurer. In addition, there is an issue of standing. Article XX only entertains charges filed by members against members of the same Local. The CWA Constitution does not allow members of one Local to file Article XX charges against members of another Local. Accordingly, under Articles XIX and XX of the CWA Constitution, I cannot open an investigation into or process charges related to the matter you allege.

However, the victim or victims of any constitutional violations need not be members of the same Local. That is, a charge filed by a member of the same Local as the accused may reference a victim who is not a member of that same Local. In this case, a charge would have to be filed by a member of the Pittsburgh Local to trigger an Article XIX and XX process involving Member Tanner. Such charges might come about when the victim appraises the Local to whom the accused belongs of the allegations, sharing evidence of the violations, and a member or officer of the Local decides the evidence warrants the filing of a charge. I understand you have shared information with the Local and the public, but no one has undertaken to file a charge against Member Tanner. I also understand that the Local has not ignored your allegations but has looked at the evidence available to determine whether a charge was warranted.

I further understand that you requested that management at Pittsburgh Post Gazette fire Member Tanner from his job. Your request resulted in a management investigation of Member Tanner. That management investigation also resulted in no action against Member Tanner.

My office will be taking no further action regarding this matter. Furthermore, I am requesting that you use my CWA e-mail address for any future correspondence. That e-mail address is: SToffice@cwa-union.org. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Sara Steffens".

Sara Steffens
Secretary-Treasurer

c: Christopher M. Shelton
Jon Schleuss
Lacretia Wimbley
Fatima Hussein