April 23, 2026

Sent via Email and Certified Mail

TO: CWA Secretary Ameenah Salaam

RE: Formal charges against CWA Local 6001 President Deborh Johnson and Treasurer Debbie Amaro

Due to the Secretary's unavailability and the fact that these charges involve the Local President and Executive Vice President Moore, I am submitting this filing to the Executive Board and to ensure proper and impartial processing consistent with the Bylaws and Constitution. A copy is being provided to the district for transparency and oversight.

ALLEGATION OF THE FACTS

On **April 22, 2026**, Local President Deborah Johnson, Executive Vice President Alisha Moore, and Treasurer Debbie Amaro engaged in **conduct undermining financial transparency and fiduciary accountability by willfully imposing restrictions not contained in the Local Bylaws on a member's request to inspect financial records**.

These actions interfered with my right and ability, as a member, to review records relevant to concerns regarding potential overpayment of lost wages to Local officers and representatives.

CWA Local 6001 Article XI explicitly state "**The financial records of the Local shall be open for inspection by any member upon request to the President and Treasurer.**"

This language is mandatory and contains **no limitation** restricting inspection.

On March 24, 2026 I requested inspection of local financial records related to:

- Officer lost wage payments
- Expense reimbursements
- Financial approvals and oversight
- Supporting documentation necessary to verify compliance with Local policies

The request was made for a legitimate purpose, specifically, to investigate potential overpayment of lost wages to Local officers and representatives based on LM-2 reporting, collective bargaining pay scale, approved budgets, and Local's long standing lost wage policies.

I was given an appointment slot of 10am. When I arrived, I was denied agreed-upon access to inspect the Local's financial records regarding officer disbursements as well as non-officer Dora Jimenez salary disbursements amounting to $34,245 and total disbursements of $34,696, as reported on the LM-2 covering the period

10/01/2024–09/30/2025. Present at my appointment were Local President Deborah Johnson, Executive Vice President Alisha Moore, and Treasurer Debbie Amaro.

President Johnson stated that my rights were limited to reviewing the **LM-2 filing only**. This statement is false and materially misleading. The LM-2 is a summary disclosure form filed with the Department of Labor. It does not constitute the underlying financial records of the Local.

By stating that access is limited to the LM-2, Johnson:

1. Misrepresented the rights of members under the CWA Constitution and Bylaws
2. Attempted to restrict access to financial records
3. Interfered with transparency and accountability obligations
4. Acted in a manner contrary to the interests of the membership

During the interaction, Local President Deborah Johnson contacted Department of Labor employee Tara Thibodaux on her direct line. Based on the information provided to that contact, I was told I only had the right to review LM-2 reports and that if I wanted to see the underlying records I would have to sue in federal court. It was later acknowledged that this guidance was given without reviewing the Local's current bylaws regarding member inspection rights, and that the DOL employee had relied on outdated bylaws. In the words of the DOL Investigator "I do not appreciate not being given all the information." I believe this denial was improper, inconsistent with the Local's obligations, and obstructed meaningful member inspection and oversight.

Article XIV Section 1B provides ground for charges against a Local Member:
1. Committing or causing the commission directly or indirectly of acts against the interest and welfare of the Local or Union.
4. Willful violation of any provisions of the Local Bylaws or rules, regulations, measures and resolution of the Local

The actions of Johnson, Moore, and Amaro constitute willful violation of Local Bylaws in contravention with Article XIV Section 1B. As officers responsible for the financial administration of the Local, the President, Executive Vice President, and Treasurer knew or reasonably should have known that bylaws require financial records to be open for inspection upon request, yet proceeded to impose limitations that do not appear in the Bylaws, contradict the mandatory language that financial records "shall be open," and that interfered with a member's right to inspect financial records upon request.

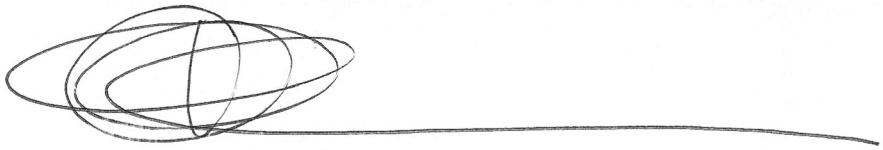
These actions deny members the ability to verify how union funds are used, prevent oversight of potential financial irregularities, and undermine trust in the Local's financial governance which act against the interest and welfare of the Local Union.

REQUESTED REMEDY

- Immediately provide full access to financial records consistent with the Bylaws
- Cease imposing unauthorized limitations on inspection rights
- Require officers to comply with all provisions governing financial transparency

- Take appropriate corrective action to ensure compliance moving forward

SWORN STATEMENT
I swear that the foregoing is true and correct to the best of my knowledge



Chriss Sheppard-Arnold

CC: District 6 Vice President Osobase

Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com> Tue, Mar 24, 2026 at 1:00 PM
To: deb-debjohnson@cwa6001.org, debbiemaro@cwa6001.org

Good day, Ladies,

I would like to schedule a meeting regarding the financials and the budget. When is a good time this week?

--
Kindest Regards,

Chriss L. Sheppard

Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Debbie Amaro <debbieamaro@cwa6001.org> Tue, Mar 24, 2026 at 4:09 PM
To: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Cc: Deborah Johnson <debjohnson@cwa6001.org>

Dear Chriss,

Thank you for your email. We would be happy to schedule an appointment for you to come in and review the budget and financials.

We currently have availability on April 22nd and 23rd, with two-hour time slots available between 10:00 AM and 4:00 PM.

Please let us know which date and time works best for you.

We look forward to meeting with you soon.

Best regards,

Debbie Amaro
CWA Local 6001, Treasurer

817-868-9933-O
610 South Industrial Blvd
Suite 255
Euless, Texas 76040
http://www.cwa6001.org

From: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Sent: Tuesday, March 24, 2026 1:05 PM
To: Debbie Amaro <debbieamaro@cwa6001.org>
Subject: Fwd: Budget and Financials

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Gmail Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com> Wed, Apr 1, 2026 at 11:21 AM
To: Debbie Amaro <debbieamaro@cwa6001.org>
Cc: Deborah Johnson <debjohnson@cwa6001.org>

Good morning, Debbie

My apologies for the late reply. The 22 April2026 is viable at 10:00 am. Please have all documents available in order for me to make efficient use of the allotted 2 hour to review the documents.

Regards,

Chriss

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Gmail **Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>**

Budget and Financials

Debbie Amaro <debbieamaro@cwa6001.org> Wed, Apr 1, 2026 at 7:12 PM
To: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Cc: Deborah Johnson <debjohnson@cwa6001.org>

Hello Chriss,

Thank you for your reply, and I will schedule you for 10:00 am on April 22nd.

To make the most of your time in the office, please let us know specifically which documents you would like us to retrieve for you to review.

I look forward to your reply,

Debbie Amaro
CWA Local 6001, Treasurer
817-868-9933-O
610 South Industrial Blvd
Suite 255
Euless, Texas 76040
http://www.cwa6001.org

From: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Sent: Wednesday, April 1, 2026 11:21 AM
To: Debbie Amaro <debbieamaro@cwa6001.org>
Cc: Deborah Johnson <debjohnson@cwa6001.org>
Subject: Re: Budget and Financials

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Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Debbie Amaro <debbieamaro@cwa6001.org> Tue, Apr 14, 2026 at 1:19 PM
To: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Cc: Deborah Johnson <debjohnson@cwa6001.org>

Hello Chriss,

I'm following up on my email from April 1st. To help make the most of your time in the office, please let us know which specific documents you would like us to retrieve for your review.

We'll make sure everything is prepared in advance for you.

Best regards,

Debbie Amaro
CWA Local 6001, Treasurer
817-891-4496-C
817-868-9933-O
610 South Industrial Blvd
Suite 255
Euless, Texas 76040
http://www.cwa6001.org

From: Debbie Amaro <debbieamaro@cwa6001.org>
Sent: Wednesday, April 1, 2026 7:12 PM
To: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
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Gmail Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com> Tue, Apr 14, 2026 at 1:42 PM
To: Debbie Amaro <debbieamaro@cwa6001.org>
Cc: Deborah Johnson <debjohnson@cwa6001.org>

Questions:
1. Deb Amaro finances
Finance committee meetings?
2. Dora Jimenez finances
3. Deb Johnson Finances
4. Travel Expenses
5. James Womack question if he is still bein
6. Harold DuaneCadwell Finances
7. Laquita Faulkner Finances
8. Flight Logs
9. Rose Finances
10. Standard operating procedures
11. 36 month calendar of all executive board
12. List of all assets
13. Secretarial minutes for the past 26 months
14. Scholarship vote results
15 Any disbursements to advisors
16. Vacations
17. Deployment
18. Information on how the budget was approved who was present?

Kindest Regards,

Chriss L. Sheppard

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Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com> Tue, Apr 14, 2026 at 5:38 PM
To: Debbie Amaro <debbieamaro@cwa6001.org>
Cc: Deborah Johnson <debjohnson@cwa6001.org>

Correction #13 should be 36 months

Kindest Regards,

Chriss L. Sheppard
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Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
To: deb-debjohnson@cwa6001.org, debbiemaro@cwa6001.org

Mon, Apr 20, 2026 at 1:32 PM

Dear Debbie,

In light of the volume of documents requested, two hours will not be sufficient for a thorough review. Therefore, I would also like to schedule time to continue reviewing the financials on April 23, 2026 at 10:00 am, also
Kindest Regards,

Chriss L. Sheppard

Kindest Regards,

Chriss L. Sheppard

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Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Debbie Amaro <debbieamaro@cwa6001.org> Mon, Apr 20, 2026 at 7:15 PM
To: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>, "deb-debjohnson@cwa6001.org" <deb-debjohnson@cwa6001.org>, "debbiemaro@cwa6001.org" <debbiemaro@cwa6001.org>

Good evening, Chriss

Under the Labor-Management Reporting and Disclosure Act (LMRDA), the local union has the authority to establish reasonable dates and times for members to review financial records.

While the LMRDA provides members the right to examine records for just cause, such reviews must be conducted in a manner that does not interfere with the union's regular business operations.

For that reason, we are unable to accommodate last-minute requests to change the currently scheduled review date, and we cannot provide unlimited or extended access beyond reasonable limits.

We remain committed, however, to ensuring you have a fair opportunity to review the requested materials. If you need additional time beyond your scheduled appointment on April 22, 2026, we would be happy to arrange a follow-up appointment.

Please let us know if you would like to schedule a subsequent meeting.

Respectfully,

Debbie Amaro
CWA Local 6001, Treasurer
817-868-9933-O
610 South Industrial Blvd
Suite 255
Euless, Texas 76040
http://www.cwa6001.org

From: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Sent: Monday, April 20, 2026 1:45 PM
To: deb-debjohnson@cwa6001.org <deb-debjohnson@cwa6001.org>; debbiemaro@cwa6001.org <debbiemaro@cwa6001.org>; Debbie Amaro <debbieamaro@cwa6001.org>
Subject: Re: Budget and Financials

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Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Debbie Amaro <debbieamaro@cwa6001.org> Tue, Apr 21, 2026 at 12:51 PM
To: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Cc: Deborah Johnson <debjohnson@cwa6001.org>

Hello Chriss,

Thank you for your reply. I look forward to meeting you tomorrow at 10:00 a.m.

When you initially requested dates, I provided two available options in my March 24th response. Please note that April 23rd is no longer available.

We can discuss an alternative date for a follow-up appointment during our meeting.

Regards,

Debbie Amaro
CWA Local 6001, Treasurer
817-891-4496-C
817-868-9933-O
610 South Industrial Blvd
Suite 255
Euless, Texas 76040
http://www.cwa6001.org

From: Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>
Sent: Tuesday, April 21, 2026 10:16 AM
To: Debbie Amaro <debbieamaro@cwa6001.org>
Cc: deb-debjohnson@cwa6001.org <deb-debjohnson@cwa6001.org>
[Quoted text hidden]

[Quoted text hidden]

Gmail

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com>

Budget and Financials

Chriss Sheppard-Arnold <chriss.sheppardarnold@gmail.com> Tue, Apr 21, 2026 at 10:16 AM
To: Debbie Amaro <debbieamaro@cwa6001.org>
Cc: "deb-debjohnson@cwa6001.org" <deb-debjohnson@cwa6001.org>

Dear Debbie,

Thank you for the information regarding the LMRDA. I am familiar with these standards, so further clarification is not necessary. However, please note for the record that two hours is not a reasonable or customary amount of time to review the volume of financial documents requested.

I apologize for the late notice regarding my request for April 23, 2026; I assumed that date remained available since it was previously offered. Your last email did not specify which alternative dates are currently open for a follow-up appointment.

In preparation for our meeting tomorrow, please have printed copies of the following ready for my review:

- CWA Constitution and Bylaws
- Operating standards, rules, and regulations
- Local financial policy
- Alisha Moore's financial records

Kindest Regards,

Chriss L. Sheppard

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