

**Minutes from the CWA Local 3641
Executive Board Meeting & Members Meeting via Zoom
May 25, 2023**

**PRESIDENT CALL MEETING TO ORDER AT 0800HRS.
SECRETARY ROLL CALL OF OFFICERS AT 0805HRS.**

NAME	TITLE	CALL
ZATTIER MARVIN	PRESIDENT	PRESENT
TIMOTHY MCLAUGHLIN	VICE PRESIDENT CLT	ABSENT
FRANCES GETER	SECRETARY/TREASURER	PRESENT
ANGELA BARRETT	AREA REPRESENTATIVE ATL/BHM	PRESENT
JOSH CARL	AREA REPRESENTATIVE BNA/SAV	PRESENT
DANIELLE ISOM	AREA REPRESENTATIVE CHS/GSO	VACATION
ERNEST MARVIN	AREA REPRESENTATIVE MEM/MSY	PRESENT
RUTH PENISTON	AREA REPRESENTATIVE ILM/MYR	MEDICAL
MARETTA SELLERS	AREA REPRESENTATIVE RDU/SDF	PRESENT

OLD BUSINESS:

President read minutes of last meeting.

- Any injuries or issues to Agents while closing Aircraft door since Pristine started retaining. Some Agents are not strong enough to close the door on 737.
- Bargaining Updates are posted on our website & on the boards in each breakroom.
- Discussed OJI there are several duties that can be done on light duty.
- Please report any Jet bridge issues to management via email, to develop a paper trail.
- Discussed the Profit Sharing 1.3% of our salary to be paid out on 05/26/23.
- Discussed New Hires by 07/24/23 – 141 CSA’s & 26 CSA’s
- Discussed Mando and Agent movement.
- Discussed Uniform policy. Management is not consistent with how it is implemented from one concourse to next. President asked management consistent.
- Discussed Badging – Agents are not required to come in on days off & while on vacation to do SIDA badge. Agents are required to start the badging process 55-60 days prior to the badge expiring. Area Rep are required to ask agents if they start their badging in time. Email Jennifer to start a paper trail with any issues concerning the badging process.
- Discussed issues with ROVR – fulltime time agents are not getting lunch; Allocators telling agents that you don’t get lunch; Advise agents to take pictures of tasks that are in violation of the current contract.
- Discussed Bid Committee – For the new bid ask management to show shifts with 30-minute lunches.
- Discussed Training to increase to 6 weeks. Training agents on International. Having issues getting Door access. CSM’s rearrange agents’ schedules when they are not trained in FIS.
- Discussed new options available with FMLA and the options to use Sick time, Vacation time or unpaid.
- Discussed Management – Allocators not working with agents concerning breaks and assignments.
- Discussed Metrics – Management is revisiting 2020 pandemic metrics in 2023.
- Discussed Concourses – International flight on A, B, C & D. Passenger connection time should increase.

Motion to Pass prior months meeting.
Motion: Frances

Second: Maretta
Motion Passed: Unanimously

NEW BUSINESS:

- Reduced Banks #9 on Tuesday in July.
- Gate closure dates for July
 - Gate C12 06/19-7/16/2023 & C18 07/17- 8/13/2023
- Widebody International
 - 1st arrival from FRA 1300hrs. daily. The last international arrival is at 1224hrs.
 - 1st departure to MUC 1620hrs. daily. The last international departure is at 2322hrs.
- Right Start has 64 departures: mainline 50, regional 14
 - 1st Bank 57 departures: mainline 44, regional 13

Breakout for Members meeting at 1000hrs. E-Board meeting resumed at 1100hrs.

See Members meeting notes.

- Discussed the Q & A with Marge Krueger.
 - Notes from the Q & A will be typed and posted on CWA3641 website & Facebook page.
- Members should be mindful of what they are saying, discussing & commenting on social media.
- Clarification on Seals for International flights: the training department released inaccurate information. The President has had conversation with Russ and management over International. CSAs are required to have CBP seals to work international flight. CSAs without a seal can work the D Concourse, but not international flights.
- SIDA Badging Issues are because employees are starting the badging process late or the CBP must research the answer to the disqualifying crimes questions.
- June 20, 2023, will be Mobilization Day for CLT Hub. We will hand out Bargaining information and updates.
- CSAs are being asked to mentor new hires in front of the new hires. There is a list of CSAs that volunteered to be a mentor.

GRIEVANCES:

- President discussed current grievances, terminations, and hearings.

TREASURER REPORT:

- Treasurer gave the Financial Report

SCHEDULE NEXT MEETING:

- Next Executive Board Meeting is scheduled for June 14, 2023.

ADJOURNMENT:

Motion to Adjourn Members meeting.
Motion: Ernest
Second: Josh
Motion Passed: Unanimously

Respectfully
Frances Geter
CWA Local 3641
Secretary / Treasurer

MEMBERS MEETING 05/25/2023 via Zoom 1000hrs. – 1100hrs.

BARGAINING Q & A with Marge Krueger

President introduced Marge to Membership

Why no pension?

It's a thing of the past. It's not in a lot of other contracts in other workgroups. Also, it wasn't a priority in the survey results.

Can We Picket?

We can Picket! Just not now. We are trying to get the rest of the language in before we get to the economic portion. We need our important languages like Scope and Classifications. The economic portion of the contract is when we put the most pressure on the company and that would be the time to picket.

Can we negotiate Insurance better this time?

Insurance was negotiated last time, we had to wait a year to qualify for our insurance which was Team Care. Team Care ended up not accepting us. The bargaining team wanted them, and we were rejected. So, we had to scramble to find insurance that was the best cost for members. We are working to get better insurance to get it settled at the time of contract signing.

What are we bargaining for?

Are we getting a raise? It's hard to provide bargaining information. We must sign a letter of confidentiality. Sometimes, it's better to not say things that can potentially hurt us.

Are we getting a raise?

In my meeting with Isom, he said you will be getting a considerable raise. We will be fighting for pay, as it was the most important item on the survey.

Can we strike?

The Railway Labor Act prohibits strikes. Not because it's in the contract. There are a lot of hoops to jump through to get to strike, which makes it almost impossible.

Why not fight for Cars? Can the Cars get paid the same as agents?

We did, we got red coats removed and replaced with Car work. We fought for the cars and continue to do so. As for pay, it's difficult to pay Cars as agents because they are restricted in what they can do. Therefore, the company would hire Cars and not agents and replace that work.

Are you protecting Outline Stations?

Outline stations are being protected and have been Grandfathered in with a clause put in so that you can stay in that station as long as you want. You might work next to Piedmont/Envoy, but remember, you make more than they do and still have a job.

Statement: Mobilization, Mobilization, Mobilization is very important, I can't express enough!

Are we addressing changing the rest period and getting paid for rest time after 16 hours of work? The proposal is to change the rest period and 16 hours to change.

Are you working on getting a Retirement sick time payout to be at our current rate of pay instead of \$8.65?

We are bargaining retirement sick time payout to the current pay rate.

Are you working to get Part-time vacation for 6 hrs. instead of 5hr a day?

Part-time vacation pay to be at 6 hours has been proposed.

Are we trying to get back BSO?

BSO, UM, and Wheelchairs are being proposed to try and get that work back.

Why are we getting penalized for sick time? Unfortunately, attendance is non-negotiable.

We are trying to get attendance incentives instead, but that's part of the economics piece of the bargaining and we will do what's best to get the most money in your pocket.

What about Operational Need issues? We are attempting to change the "Operational Need" language.

Can we get a Bonus for performance? We are proposing profit sharing, but we would rather get your wages higher than bonuses. But we will look at all avenues when we get to economics.

How do you think the negotiations are going?

Slowly, the company is being resistant. We came prepared and the company wasn't ready. They have been really resistant, but the company seems to be making progress. We are just trying to make progress every time we meet.

Statement: The company is getting annoyed with mobilization. We need to step it up. It is working. I know you want a Picket, but we need to mobilize and join together first, then picket.

How can we fix Mando? Can we get double time for errors? We have many proposals for Manda, but they have mishandled it in the past and we understand it needs to be fixed.

Can we get a new union?

If you ask for a new union, good luck, it's a bad world. We have the most democratic union. We get to vote on everything. So, the grass isn't always greener. I would do your research before you yell for another union. I'm sure if you actually read... you will change your tune.

Can you share the articles that have been proposed or passed?

Can't share any articles. Just what the survey said.

Do you anticipate attending another meeting to talk about the contract? Depending on my schedule, I would love to. I love talking to the members.

Will we get a pay raise before the contract? We have asked for it, but the company has refused so far. As long as they can hire at the current rate, they will not address raises. We will keep trying no matter what.

LET'S BE UNITED!

Stop arguing on Facebook. Even if you don't like the Union - it's not wise to show division!
The Company needs to see UNITY!