

**Minutes from the CWA Local 3641  
Executive Board Meeting via Zoom  
September 28, 2023**

**PRESIDENT CALL MEETING TO ORDER: 0800hrs.**

**SECRETARY ROLL CALL OF OFFICERS: 0805hrs.**

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

**OLD BUSINESS:**

President read minutes of last meeting.

- Social Media
  - Monitoring CWA Local 3641 Facebook page and what is being posted.
  - We have no control over what individual members post on their personal social media pages.
- Walk time between gates.
  - The current 2-minute walk times are based on the Covid metrics.
  - They need to re-access the walk times in the present CLT airport crowds.
- Biometric Facial Recognition
  - Mandated for all airlines by the US government.
    - Security & Human trafficking
- Mandatory overtime
  - Per current contract members can be held for up to 16 hours.
- VTO Voluntary time off is not contractual.
  - CLT is offering blocked VTO for September
    - Done through Bidding Hub and Granted based shift time and then by seniority.
- Picketing Event on 08/15/2023
  - We had over a hundred people participate in the picketing.
    - Richard Honeycutt – District 3 VP
    - Jar’la Evans – Staff Rep
    - Reservations for Winston-Salem
    - AT&T
    - Members from GSO & RDU
  - When will we picket again?
- Members Appreciation Luncheon
  - CLT date 10/04/2023
  - Other stations in October
  - Area Rep should get a count of members for Station.
- Breakroom boards are up to date.

Motion to Pass prior months minutes.

Motion: Ernerst

Second: Danielle

Motion Passed: Unanimously

## NEW BUSINESS:

- Blocked CLT VTO for members in September and was extended to October.
  - VTO is not contractual.
  - Agents can sign up in Bidding Hub
  - Based on shift, workloads and then seniority
- Mandatory OT
  - Discussed with Management monthly.
    - How many days a month are members mandatory.
    - The reason for the mandatory
    - President must send in a monthly report .
- Hiring
  - List of employees AA is 2 months behind updating the list of employees.
  - This determines transfers and hiring.
- Concourse movement in CLT
  - Moving agents from one concourse to another because of sick call and Oji.
  - Management is monitoring and attempting to minimize moving agents.
- Training Compliance
  - I-learning completion is the members responsibility.
    - Call staffing to request time to do i-learning when on the clock.
    - Members usually have 3 months to complete i-learnings.
- Start times & Walk times.
  - Members should be allowed time between clock in a 1<sup>st</sup> assignment.
  - Walk time between gates should be re access.
- Bargaining – 12<sup>th</sup> round
  - AA wants a contract with open language.
  - Article 3 recognition and scope language.
    - To recognize that the company want jurisdiction & open contract language over the scope.
    - The Scope language protect our jobs.
    - The fight is for job security.
  - Article 4 scopes & job classification.
    - Determines what jobs are farmed out to vendors.
    - Full-time and part-time.
    - Tell you who can do what work. CSC, CAR, or contractor.
  - Article 5 hours of service
    - Reduction of part-time hours of work during Covid
    - Contract dictates hours of service, schedule rebid, shift trades, etc.
    - Break periods and how breaks are given.
  - Article 6 Customer Service
    - Overtime,
    - Mandatory overtime
      - how many hours they can keep you.
  - Article 9 Filing of Vacancies
    - is at the company's discretion.
  - Articles 13, 14, 15 Furlough and Recall rights.
    - Rights of laid off employees to be recalled.
    - AA is trying to do away with the Furlough clause.
    - Furlough rights – furlough allowances and benefits.
  - Article 17 Leaves of Absences
    - Under this current contract we get

- Family Medical Leave; Medical Leave; Personal Leave; Adoption/maternity/paternity Leave; Jury Duty; Military Leave; Bereavement Leave; Long Term Union Leave; Short Term Union Leave.
  - FMLA is federal leave.
- Article 18 Sick Leave
  - Accrual of hours
  - Hour you are paid for sick hours.
    - Full-time get paid 8 hrs.
    - Part-time get paid 5 hrs.
- Article 19 Holiday Vacation
  - Bargaining Team wants company to
  - add holidays ex: Juneteenth & Good Friday
  - not charge members a future holiday when bereavement occurs on a holiday.
- Article 20 Vacations
  - Accrual of hours
  - Hour you are paid for vacation hours.
    - Full-time get paid 8 hrs.
    - Part-time get paid 5 hrs.
- Article 25 Grievance Procedures
  - How grievances are handled.
  - The time process for bringing cases.
- Article 28 Retirement Plan
  - Want more than the current 401k.
  - Retirement Insurance
- Article 32 Call Monitoring Reservations
- Article 34 General and Miscellaneous
  - Sida Badges, Fingerprints, Background checks
- Article 36 Compensation
- Article 37 Duration
  - The duration of contract
  - Profit sharing
- Contract language and scope is important.
- Members need to be mindful of what they are putting out on social media.

#### **GRIEVANCES:**

- The President discussed current grievances, terminations, and hearings.
  - Grievances that are at the Staff Rep level

#### **OTHER ISSUES:**

- Membership Appreciation Luncheon
  - BHM was 09/21/23.
  - CLT 10/04/2023
    - Piedmont Room Reserved for 8am
    - McAllister's Deli
    - Decorations
    - Communicating with Airport Security
  - GSO 10/05/2023
  - ATL 10/10/2023
  - Area Reps will get with Sec/Trea to schedule other stations.
- Bid Committee
  - Had a meeting concerning the upcoming Bid.
  - The GM are responsible for the schedule.

- Picketing
  - Next date will come from the National
- CSM are still working on the floor for more than 1 hour.
- Badges And Custom Seals
  - Member are working without Custom Seals
    - Domestic Flight only
  - Allocators are still assigning Agents without a Seal to international flights.
- Parking Issue
  - Members are having issues getting into Lot 1
  - Vehicle Damages & Break-ins

#### **STATION VISITS:**

- Area Rep Angela Barrett
  - BHM
    - Members Appreciation Luncheon
    - Update on Contract negotiations
- Area Rep Danielle Rice
  - CHS
    - Agents want to become Shop Stewards
    - Some jetbridges is with training.
  - GSO
    - Meet with GM
- Area Rep Maretta Sellers
  - RDU
    - Meet with members.
    - GM was in meetings.
  - SDF
    - Spoke with GM over the phone because flights to SDF are full.

#### **TREASURER REPORT:**

- The Treasurer gave the Financial Report

#### **SCHEDULE NEXT MEETING:**

- The next Executive Board & Membership Meeting is scheduled for October 12, 2023

#### **ADJOURNMENT:**

Motion to Adjourn Members meeting.

Motion: Maretta

Second: Angela

Motion Passed: Unanimously

Respectfully  
 Frances Geter  
 CWA Local 3641  
 Secretary / Treasurer