

**Minutes from the CWA Local 3641  
Executive Board Meeting & Members Meeting via Zoom  
October 24, 2023**

**PRESIDENT CALL MEETING TO ORDER: 0800**

**SECRETARY ROLL CALL OF OFFICERS: 0805**

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/VACATION
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.

- 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.
  - Contract language and scope is important.
  - Members need to be mindful of what they are putting out on social media.
- 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
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Motion to Pass prior months minutes.

Motion: Frances

Second: Danielle

Motion Passed: Unanimously

## STATION VISITS:

- Area Rep Ernest Marvin
  - Station MYR
    - Members' Appreciation Luncheon
    - Contract negotiations update
  - Station MSY
    - Members' Appreciation Luncheon
    - Contract negotiations update
- Area Rep Angela Barrett
  - Station ATL
    - Members' Appreciation Luncheon
    - Contract negotiations update
  - Station ILM
    - Members' Appreciation Luncheon
    - Contract negotiations update
  - Station BHM
    - Members' Appreciation
    - Contract negotiations update
      - Answered questions.
- Area Rep Danielle Rice
  - Station GSO
    - Contract negotiations update
  - Station CHS
    - Contract negotiations update
    - Update boards
- Area Rep Maretta Sellers
  - Station RDU
    - Contract negotiations update
    - Update boards

## NEW BUSINESS:

- CLT Station Bid
  - Issues on the Bid 10/23/2023
    - Bidding Hub clichés started at Seniority #27
      - The rebid will for ft & pt when the cliché started.
      - Rebid will be on 10/25/2023.
  - New Bid takes effect on 11/13/2023.
- Appreciation Luncheon – remaining stations
  - CHS , MEM & SDF
- Bargaining
  - Bargaining Update #14
    - The company made a proposal, and the Union countered the company proposal.
      - The company has not moved on furlough clause.
    - Article 3 of the current contract
      - More and more work will be done by artificial intelligence and automation.
    - Reservation the company wants to send jobs overseas.
    - CARS the company wants them to take over the D2 position.
- Picketing comes from the National
  - The next Picketing date is November 14, 2023, in CLT 11:00am -2:00pm.

- Hiring
  - There is no external hiring currently.
  - They are allowing transfers currently.
  - CHS has been allowed to hire 2 CSA's off the street because no one was on the transfer list.
- Halloween Costumes
  - The company is allowing agents to wear Halloween costumes.
- Thanksgiving VTO
  - The company is offering Thanksgiving VTO

**GRIEVANCES:**

- The President discussed current grievances, terminations, and hearings.

**TREASURER REPORT:**

- The Treasurer gave the Financial Report

**SCHEDULE NEXT MEETING:**

- The next Executive Board Meeting will be scheduled later

**ADJOURNMENT:**

Motion to Adjourn E-Board meeting.

Motion: Ernest

Second: Frances

Motion Passed: Unanimously

Respectfully  
Frances Geter  
CWA Local 3641  
Secretary / Treasurer

**Minutes from the CWA Local 3641  
Members Meeting via Zoom  
October 24, 2023  
1000-1100hrs  
30 members joined**

Members meeting held via Zoom to allow all 13 stations could attend.

**Bargaining Q & A with Tom Gunning**  
President introduced Tom to the Membership

Q. How come we are not being told what has been agreed upon or if we are getting a raise?

A. They are releasing bargaining reports, but the way it works we have tentative agreements. Which means it could possibly change. So, they don't like releasing articles and then they change. We tell you what we are bargaining and tell you what's coming. We do have a confidentiality agreement, but it is not as restrictive as last time. I don't like releasing tentative agreements because they can change. As far as a raise, it is something we are talking about, but just haven't agreed upon. You don't get the raise until the contract is ratified.

Q. Are all the Presidents given the same information as the Bargaining Team?

A. No, we have a briefing with the Presidents. They are not involved directly in bargaining. The Presidents are not involved with bargaining. They are briefed after every session. But they are limited to information sent out to everybody.

Q. When will this contract be finished?

A. Part of my concern is, if you were here for the previous bargaining, people got frustrated, and they tried to push it too fast. I'm seeing signs of that happening now and usually that doesn't help us at all. And I do recommend patience when we rush it is to the companies advantage. I am already seeing a push to capitulate on a lot of things we want. Mandatory Overtime, the Grievance procedure, and the company has really put some terrible concessionary stuff out there that we can never agree to. And they think they are going to flash....here is the raise for you and then you're going to give up all your work scope and then you are going to end up not getting the raise because you'll be furloughed. One of the things they are looking to do is release, get rid of the no furlough clause, which means that they can furlough whenever they want. They want to send the CARs to the gates; they want CARS boarding flights and driving jetways. So, who are we going to lose, we are going to lose CSAs, they are going to furlough CSAs, so if you are a junior CSA you might say look I'm getting a raise, but then you get a packet that says you can go to the street or you can be a CAR for much less money. It's tricky, don't fall into the companies trap, thinking they are going to give you a raise, when they indent all along on getting rid of you or having you become a CAR for a lot less money. And that's unfortunate, it will be the junior people who need the money the most. It's a trick, so don't get fooled by the company. I assume you don't have any RES people on here, but they are looking to outsource a huge amount of calls. This is all concessionary, we are the people who suffered through Covid, we have suffered through all of their Crew nonsense, and they've rewarded other work group. They gave a tremendous raise to the Pilots, and they are looking for us to pay for it. And I for one am not going to let that happen. I hope if there is ever a forced vote, people will realize it is not to your advantage to just look at the money, you got to look at what else is going to happen.

Q. How much money are we going to get? Why can't they give us a raise now?

A. Interesting that was just asked at the State of the Airline during negotiations you gave Fleet Service a raise and Robert Isom said "we are not going to do that because we think it would slow down bargaining." Which means the money is there, they think they are going to buy you off with some lousy contract offer. It's hard to say what the money is going to be, they are talking about United pay scale, which I don't think is enough. It's not just they were going to give you this money. It's going to be we will give you this money if you give us this. It would be a real disadvantage to accept the language right now.

Q. Why are we not being treated like Delta and United? They already got raises.

A. United negotiated a contract, to tell you the truth I wouldn't want it. Delta has a lot of their work force is what you call ready reserve. They don't get the money that regular Delta agents have. They have a 2-tier pay system. So, you might say Delta makes this, but a lot of them don't get it, because they are ready reserve a lower pay scale. So, it's deceptive.

Q. Why are we not getting money like the pilot get?

A. It's always been unfortunate. I always describe it as a totem pole. Pilots sit on top of the totem pole, and we are firmly at the bottom. A lot of that has to do with us, we don't show a lot of strength or unity. The company is not afraid of us. There is a bidding war for pilots with other airlines. AA had to match what other airlines are willing to pay pilots. They think they can replace us with technology. It's important that we stick together.

Q. Are you bargaining that we don't have to close the aircraft doors? Some people are getting hurt or work flights solo.

A. In the Union that is work and we are already having a hard time keeping job. A machine can't open & close doors to the aircraft, so we must do it. What the company wants is for CARS to do this for less money. It keeps you employed.

Q. We are told that since we are one group now if they lay off CSC they are included with seniority.

A. Under the current contract, the answer is no. There's been talk of changing that because some of the CSC are so junior. We've talked about putting them all together, because you could have a 25 yr. agent getting furloughed and CSC with 5 yrs. staying on. Hopefully we can keep our no furlough clause.

Q. If they take away our right to not furlough what would happen to us?

A. It gives the company a lot of leeway to do whatever they want. They have this new lobby concept where there is one CSA, and the rest are CARS. They also want the CARS at the gates, boarding flights and driving jetways. They are going to need a lot less CSA. If you are a junior CSA you'll get a furlough packet that will say that you can either go to the street or relocate. The company wants to shuffle the work groups and reduce costs.

Q. Are they trying to turn outlining stations to regionals and if so are we still protected?

A. The 30 flights rule remain in effect. So as long as you maintain a certain number of flights per week you will remain mainline.

Q. Are you trying to get us better healthcare insurance?

A. That's a tough one because everyone on AA has the same system. American is self-insured, it goes through vendors, but American Airlines finances our healthcare. We are trying to reduce the cost, but it's difficult when all of AA has the same health insurance. The pilots make a lot more money than we do, so they should pay more. We are negotiating healthcare.

Q. Are you working on Mandatory Over Time?

A. We are working on mando, but the company are not budging. It was one of the top items on the surveys the members complete. We have been pushing for improvements on mando.

Q. Are you working on some type of mental health leave?

A. There's medical leave already. I don't recall much change in the current leaves.

Q. Why are we not allowed to use Sick Days and not be penalized? Can you fix this?

A. We've gone after this, and we are still negotiating some of it, but the company maintains the right to have a sick policy. The first thing we brought up was that after Covid they wiped out the Flight Attendants point, but they been resistant to do anything for us.

Q. Why do we have to work 6.5 hours as Part time? Why can you bargain 4.5 hours for Part time?

A. That's a hard thing to change because some part timers want and need 6.5 hours. If we reduce the hours some will be upset.

Q. Why do we still have to push wheelchairs?

A. Wheelchairs falls under the category of we can do it, or vendors can do it. CLT vendors push wheelchairs, but when they are short staffed we push wheelchairs. It's in Article 4 of the current contract.

Q. Are the CARS getting a raise since they throw many bags at the activation stations?

A. That is in negotiations, if there is a raise it will happen when the contract is ratified. CARS are not going to be on the same pay scale as CSA, they can't do the same work as CSA.

Q. Are you negotiating our Sick Leave, so we get our rate of pay instead of of the \$8.65 per hour when we retire.

A. Yes we are negotiating this, with no results yet. We are looking to increase the amount of paid sick time when you retire.

Q. Can you tell us if we are getting profit sharing?

A. Yes.

Q. Will they go back to seniority travel? Has the team asked that we get free space positive tickets annually?

A. I don't see them going back to seniority travel. The team has asked for attendance bonus or something, but just because we have asked for something does not mean we are going to get it in the new contract.

Q. Are you trying to get Baggage Services back from the vendor?

A. Yes, but the company is not agreeable to this.

Q. Are they talking any buyout like before with \$150,000 with the health care package?

A. That is usually something that comes at the very end. We have not talked about buyout; we have talked about a signing bonus.

Q. Did you ask why we must wait to top at 12 years when United tops out at 10 years?

A. This is what was negotiated in the current contract. The pay scale and number of years is being negotiated right now.

Q. Why do we have to wait to top out when get a raise, we are already topped out? Why do we have to get like 2% yearly.

A. That is just normal. They are giving you a cost of living raise that will increase annually. This saves the company money.

Q. Why can we have swapping up to the hour like reservations?

A. The company is very resistant to this.

Q. Why can't we strike like other groups?

A. We fall under the Railway Labor Act which is different from the National Labor Relations Act. We have different rules, for us to strike we have to during bargaining we have to declare an impasse, then they would assign a mediator, then we would sit with the mediator, then if the mediator doesn't resolve anything, then we could take a strike vote, if we vote to strike the government would never allow us to strike, because this would interfere with commerce. That's what they do with every airline that attempts to strike, the government comes in to stop it. Example is the Railway President Biden came in and stopped it. They didn't get the healthcare they wanted. Unfortunately, because of the Labor Laws we are under it is very difficult to strike and even if you could, the government would step in to stop it.

Q. Will seniority be top priority if there is a lay off?

A. Yes

Q. Part timers get 5 hours pay per day when we are on vacation, but most of our shifts are 6.5 hours, are you trying to change that?

A. We talked to the company about this, and they said that on average overall it is 5 hours. It would be too difficult to do it based on everyone's hourly schedule.

Q. Why if management do not answer the grievance process are they not being held accountable? Why can't they be written up?

A. If you have a manager who is deliberately not answering grievances we can get them in trouble. Unfortunately, the current contract language of our systems is flawed. The grievance process needs to be fixed. The company is very happy to keep it the way it is.

Q. We get mandated 16hrs. Are you trying to change the number of mandatory hours?

A. Mandatory overtime is very important, the company standpoint is what do we do if an aircraft and customers are there we need agents. The bargaining team want additional pay, to deter blanket mandatory ot.

Q. Will get a better sign-on bonus than the \$1,000.00 we got last time?

A. The sign-on bonus we are negotiating may be based on years of service. It is being negotiated and is not guaranteed.

**President open for questions from membership that are on the Zoom call.**

Q. How many minimum flights are there to maintain mainline at smaller stations?

A. 30

Q. Will we get more vacation time and more paid holidays?

A. We are asking for more vacation time, but I don't think you'll see a change in holidays.

Q. What is that we need to do to make our union as strong as the pilots and flight attendants.

A. We need a good response to picketing. We need everybody to participate in mobilization.

Q. How does negative Social media post affect bargaining & contract negotiations?

A. The company sees it and it is disheartening for the bargaining team, and it's bad to show the company that we are divided.

**Members were allowed in to ask questions:**

Q. Question about AI possibly taking over most of our positions and how should we handle it as agents?

A. It's definitely a threat, more so at the ticket counter than at the gates. At the gates you have that bio metric boarding, that is why we always want to maintain the jetways, aircraft door opening & closing. It is coming, that's why it is important to keep strong scope language. Contractually the company can introduce new technologies.

Q. How often can we mobilize, is there a limit?

A. It doesn't have to just be picketing, it is about coming together and doing things in unity.

Q. Are they going to offer a retirement buy-out package?

A. The company is looking to reduce numbers, but this is something that is usually negotiated at the end.

Q. What is the typical time frame to complete contract negotiations?

A. Estimated the 1<sup>st</sup> of 2024.

Q. Why are we on the same contract past the expiration date?

A. Under the RLA our contract stays in effect until a new contract is ratified.

Q. Why were negotiations delayed for 2 years?

A. Covid, it's never good to negotiate when the company is losing money.



Q. Are we fighting for a pay increase until the contract is complete?

A. The company does not want to give you a raise now, because they think they can use it later to get you to agree to a bad contract.

Q. Can you elaborate on the fact that Local Presidents have nothing to do with contract negotiations?

A. It's the Bargaining Team. The Bargaining team is elected by the Presidents. CWA 3 are from the airports & 2 for reservations. Teamsters have 1 from the airport and 1 from reservations. The Presidents get the same briefings that the members get.

Q. Is the bargaining team looking at Southwest contract?

A. We look at every airline contract, fleet services contract. The company's argument is that Southwest is not a major airline, they try to compare us to just Delta and United. AA is really trying to give us United's contract, but we want more money than United. AA wants to be comparable to other airlines, they don't want to be industry leading. AA wants to be the biggest and the best, then pay your people the best.

Q. What is in United's contracts that will farm out their work in 2026?

A. We don't want United's contract. They just signed their contract. Our current contract was signed in 2015, when we eventually do sign a contract will be paid will be better than United. United's contract has a lot of work rules that are not good. Outsourcing of jobs. AA has more stations a lot of United stations are outsourced with vendors & express carriers. Some of the language in our current contract is better than United's current contract. We want a better contract.

Q. Is the bargaining team protecting our "Scope Language"?

A. Yes.

President Marvin

Thank you, Tom Gunning, for taking time to come and speak with us here at CWA Local 3641.

## **NEW BUSINESS**

All members are invited to show unity by Picketing is schedule for November 14, 2023, 11:00am – 2:00pm CLT

## **ADJOURNMENT:**

Motion to Adjourn Members meeting.

Motion: Allison

Second: Sharon

Motion Passed: Unanimously