

**Minutes from
Executive board meeting
Tuesday October 26, 2021**

PRESIDENT CALLED TO ORDER:

Zattier Marvin called the meeting to order at 07:30am. The meeting was held via zoom.

Secretary Call of Officers.

Frances Geter called the roll. In attendance were:

Zattier Marvin	President
Timothy McLaughlin	EVP-Leave
Frances Geter	Secretary
Angela Barrett	Area Rep
Ernest Marvin	Area Rep-Leave
Josh Carl	Area Rep
Danielle Isom	Area Rep
Marietta Sellers	Area Rep-Out
Ruth Peniston	Area Rep- Leave

OLD BUSINESS:

The minutes of the last meeting have been distributed to the board for approval via email: A motion was made to accept them.

Motion: Frances Geter

Seconded: Danielle Isom

Motion Passed: Unanimously

Zattier covered the new rules for badging, which is 55-60 days now. Jennifer has an additional person now to assist her in badging.

Josh said there are still challenges with the new process and that a hand full of people this is happening on their birthday. They are at the appointment and show up, but badging is stating no appointment.

Zattier asked, are they being paid? Josh commented they must come back on their day off or on their birthday or it expires that day with this happening to at least three individuals. Not getting to the expiration point. Frances and Danielle had the same issue. Fingerprints were done; however, Jennifer doesn't care about the paperwork. Danielle's info was never submitted. It was placed in the computer, but Jennifer never hit send.

Another employee wasn't given the time off by staffing to badge.

Angie emailed Jennifer concerning the escort that was initially on the badges and is no longer there. Zattier will address this issue to be sure that all CSC who desire escort, has it on their badge.

Angie said FT all seniority was mandatory but only Mando's part timer not all seniority with the new CSM.

Angie complained on staffing issues getting worse. Staffing hanging up the phone talking ugly to employees, and something needs to be done. We are to now report to the floor CSM, and they communicate with staffing. There are no buffers in between the flight, no breaks. However, they say file a grievance. There are many new staff manning managers, and they are unfamiliar with the rules. Zattier will discuss the issues with Rafael as they report to him.

Zattier discussed the D1 and D2 arriving at the same time on B con. Feedback is that they love the way this works. Its over now and they have started this on D concourse. The agents love it!

Contract negotiations are looking good at this point. Please be sure to spread the word to the members to fill out the bargaining form from the website.

Zattier discussed open grievances.

Discussed the members appreciation and what date, day of the week and time works best. Jason's Deli was the option. Josh will take the lead on this and work as a group effort. Due to Covid cases we decided on box lunches.

Danielle wanted to know vaccines and days off- each vaccine has its own set of days allowed but if more needed please send to admin.

Danielle handed out calendars to the membership.

Zattier covered the virtual CWA meeting that she and Frances attended.

Mando continues to be an issue not as bad but its still a problem with the release.

Treasurer report: Frances discussed refunding VEOP and VLOA members whose dues were to cease.

Executive E-board Meeting-The next meeting will be November 16, 2021

Motion to adjourn: Josh

Seconded: Danielle

Passed: Unanimously

Respectfully Submitted,

Frances Geter

Secretary/Treasurer

Mando issues are still challenging but not as before. However, they still are doing blanket and agents sit in the breakroom doing nothing.

Have some shakeup in the CSM realm and not so good for the front-line.

Zattier spoke to Russ on allowing the employees wearing Jersey on Sundays as a morale builder. Russ had to speak with HDQ as it relates to the uniform compliance piece of it and would circle back.

Opportunity for this to happen as Halloween agents wear allowed to wear costumes.

New Business:

Josh was sent home because he had a cough but others testing positive with covid and was not sent home.

Vaccine update: Frequently asked questions can be found via Jet-net.

Marge conference call she advised she speaks with Parker. Beginning 12/8 the Company will begin evaluating agents to see if you have had the vaccine or the plans to get the vaccine. The vaccine card should be uploaded. At this point you will meet with your direct manager and if you have not submitted for a reasonable accommodation, you will have further conversation on your intent.

They will not just walk agents out but have further conversation.

Vaccine incentive with mandate by the 24th of October you receive the extra holiday we will be proving an extra day of vacation and fifty dollars non-stop thanks to team members who have not already received the incentive and submit proof by Nov 24th.

Updates are posted to our website as well as Jet-net.

Most airlines are going along with this mandate because they are federal contractors carrying mail, cargo and they have stipulation from the govt.

There will not be testing options to those who wish not to receive the vaccine but more to come.

Be mindful of getting accommodations and falsifying the paperwork you will be terminated.

Will there be any levels to progress agents and then give a time frame to receive the vaccine? Those are not the conversations that have been relayed to me.

Danielle wants to know if they will do progressive discipline prior to walking someone out according to our contract. Most don't want the vaccine.

This is something that is not written, which is this pandemic. Is this another out like taking the high road and just bypass the contract? This will fall under performance.

Many institutions are taking the mandate approach, not just Airlines.

Jet net, Facebook and the swap board is where you find updates on the vaccinations.

Mod discussions: Customer service delays fewer PR delays start of, and end of boarding go hand in hand.

Discussed Federal vaccine mandate. We do not make condition of employment like other carriers is that we choose to incentivize the aa employees to get vaccinated until the executive order is issued as we are a government contractor, and the order is specific.