

Minutes from

Executive Board Meeting/Members Meeting

Tuesday March 8,2022

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 called the roll in attendance:

Zattier Marvin	President
Timothy McLaughlin (Tmac)	EVP-Leave
Frances Geter	Sec/Treasurer
Angela Barrett	Area Rep
Josh Carl	Area Rep
Danielle Isom	Area Rep
Ernest Marvin	Area Rep-Leave
Ruth Peniston	Area Rep-Leave
Maretta Sellers	Area Rep-Leave

OLD BUSINESS:

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

Motion: Frances

Seconded: Danielle

Motion Passed: Unanimously

Zattier covered the cleaning of the breakrooms will cease.

New hires will be monitored in 30-day increments.

Chris is addressing uniform compliance.

Submitting old vaccination proof.

New April scheduled reduced as well as banks.

Agents' interaction with allocators and the double assignments.

Zattier discussed the short bid.

Zattier have updates on admin sending emails with levels versus calling agents downstairs.

CSM's not introducing themselves.

Mgmt intimidating agents Zattier covered with mgmt.

Zattier asked mgmt about MOD/CSM being in same breakroom

Forcing agents to remain at the gates

EAP needs updating

Certain mgmt taking things personal and its business

Covered old station business.

The other stations appreciation luncheon was completed only 3 cities left.

Extension was granted to mgmt to allow for fair bid with the new hires coming in.

Zattier discussed the reason for the bid being pulled down was seniority out of order.

New hires being moved no contractual violation. Probationary at company will, non-union.

All training is to be done on company time. Article 29 of the CBA.

Zattier reminded us of VTO is a privilege.

NEW BUSINESS:

Danielle had CHS visit (all is well) BHM is having some issues that were never brought to her attention before.

Josh BNA is just having in house bickering /SAV having issues with the GM running it like a hub.

Not receiving lunches or breaks. Josh has been trying to get with the GN to discuss the issues.

Zattier is also addressing the GM on the issues.

Zattier and Presidents spoke with Marge but no negotiations at this time due to company reporting a loss.

VTO electronic sign up is great. Its clean.

VTO is not being granted to the people on the IPAC counter because there is no CSM on duty.

New Hires are not getting proper training. Zattier will address with mgmt.

Membership 0900-1000am. (35 in attendance via zoom)

Passed the minutes of the last members meeting

Motion: Sharon

Seconded: Trish

Motion passed: Unanimously

Zattier covered the bid and the reasons she gave an extension.

Probationary employees being placed on different shifts are not union, so they need no clearance from the union.

Seniority dates were all messed up. With all the hiccups Zattier had Darryl repost the bid with necessary adjustments.

Lorice noted that it was posted to the frontline, but some Ft lines showing on PT bid.

Zattier asked for copy so that she may address.

Some complained that some preferences were not available. Some out on leave allowed to bid.

New hire class is placed on hold as the ramp need more.

Zattier asked all to adhere to the badging rules.

Zattier updated the membership at this time bargaining is on hold but advised and encouraged to utilize the QR codes to scan their bargaining suggestions.

Zattier advised of who is part of the bargaining team.

Zattier addressed the breakroom being shared with the frontline. They are looking for another area to move the mgmt team.

Zattier addressed the issue with the buffer between flights.

Issue mentioned; allocators are yelling at agents for addressing problems with ROVR and saying insubordination.

Zattier asked for something tangible so that she may address the issues.

Zattier had a meeting with mgmt prior on this issue. But assured members she will not mention names.

Member-Allocators have the I don't care attitude, so just get your CSC to help you. They don't care if we have no breaks.

Member-Why should CSA have to go to allocators, and they place ore on certain agents because we know the job and one allocator said you should not be so good. Some agents sit there all day long.

Zattier will address this with Tesha.

Member-New hires only have one day of jet bridge training or work oversales.

Zattier will address this with mgmt so that the proper tools are given so that they are not set up for failure.

Member-what will happen with the mask?

They do not anticipate asking agents to remove the mask for good, but we will see.

VTO-Zattier addressee the new process and the why's behind it.

Member- Seamless and some ATO is having issues getting the VTO.

Zattier discussed the Robust summer schedule losing some regional and gaining more mainline Airbus, and widebodies.

Zattier asked for mgmt be more proactive versus reactive.

Member-downgrade due to covid making agents using their vacation as DAT days.

Zattier will address and make sure that admin corrects this.

Short bid and rebidding again in June for July which should include the new hires and some transfers coming in as well.

Member-Forcing the new hires to sign the sheet even if uncomfortable.

Member's meeting ended 10:03am

E- Board meeting continued

Frances makes sure that all sheets are updated for the executive board.

Discussed CPA gave permission to get rid of all old equipment.

Zattier heard back from Darryl concerning the bid. They will be sending out a work brain message.

Zattier address the past issues with mgmt demeanor and upper leadership will take that back and discuss.

Maretta asked about Acon mgmt office being in the break rooms as well.

Josh said there is inconsistencies from concourse to concourse to meet the metrics.

Mgmt still using insubordination to scare agents.

Zattier discussed the metrics with Tesha, and it was that they think it takes a minute to walk the concourse.

Zattier addressed the special counter Marietta has no complaints on B at night.

Danielle has issues with VTO IPAC and Mando.

Zattier wants people to sign up for Mando group and so for the bid group.

Stewards are there to aid mgmt but not make the schedule.

Part of the bid committee please have knowledge of the contract.

Josh explained to employees that Z extended the bid because it benefits us and not have junior agents having better shifts.

Vote to donate to give CHOP nonprofit organization to feed less fortunate. 501-C certified.

Zattier asked what we thought of the company removing the plex glass. Per marge it is up for discussion.

GRIEVANCES:

Zattier discussed open grievances.

Treasures Report: Frances gave the financial report

EXECUTIVE BOARD MEETING: The next meeting is scheduled for April 5,2022

A motion was made to adjourn the meeting:

Motion: Josh

Seconded: Maretta

Motion passed: Unanimously

Respectfully Submitted,

Frances Geter,

Secretary/Treasurer