

**Minutes from the CWA Local 3641
Executive Board Meeting via Zoom
February 16, 2023**

PRESIDENT CALL MEETING TO ORDER: 0805HRS.

SECRETARY ROLL CALL OF OFFICERS: 0807HRS.

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	PRESENT
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.

- Verified that Deployment showing for E-Board members not on off days.
- On 01/11/2023 the FAA blackout was system wide. There were numerous cancelations. CLT went to gate manning for part of the day. CLT had some issues with some gates were not assigned agents, by allocators. Overall, it was good day.
- Allocators are not communicating in a timely manner that CSAs are working a solo flight. The issue has been addressed by the President with Allocators' CSM. Allocators are telling CSC's that they don't have the personal (CSA) to assign 2 CSAs to a gate.
- ROVR assigned breaktime are not working for the CAR group in CLT. The President has been in conversation with the ATO CSM concerning this issue. The ATO CSM will assign breaks for CARs & CSA
- Discussed using the Address Book QR Code to get members email addresses then we can send a Secured DocuSign document for Social Security Numbers to add members to Aptify.
- New Hires for CARs a total of 10. New hiring for Full & Part time CSAs & CSCs
- The President is in discussing with Management concerning Language Premium. The company is designing a QR Cord for Agents to get paid the Language Premium.
- The President is discussing with Management the Gen Dec runner position go back to the CSAs with the CSCs supervising. If it remains with the CSCs, then management needs to train all CSCs to be Gen Dec runners.
- In FIS the vendors put bags on the in belt. This is no longer a job of the CARs.
- The President suggested that line queuing go back to CSAs at Customer Service counters. It's better for customers.
- The President will not make any sidebar agreements with the company to give away our work. Be mindful of allowing others to do what is our job.
- The new (old) policy of the CSAs closing the aircraft door. It is our job.
- DAT day option to submit request for the DAT day or the find someone to work for you is currently for CLT.
- Discussed the ROVR system, the Allocators & agents.
- Discussed the Runner line. Line should be Runner/Flex so the agents is aware of their assignments can change. Issue the Runner is required to have a radio. There are not enough radios for Runner and CSCs.
- Discussed CSM's issuing discipline to agents in front of co-workers.
- Agents who leave AA to work for Envoy or Piedmont who return to AA will be a new hire.
- CWA is attempting to get Congress to pass a protect law for Airport workers from passengers like they protect flight attendants.

- Reminder to Area Reps to send information to the Local office concerning members who are out on medical, lost loved ones, etc. so that we can send flowers or make donations. We need names, addresses & a contact number.

Motion to Pass prior months meeting.

Motion: Josh

Second: Ernest

Motion Passed: Unanimously

NEW BUSINESS:

- President asked Russ why doesn't CLT go to permanent gate manning with bidding for Teams moving the Agents within the teams. Also letting the agents know that they can be moved to a different team if needed.
- CSA working a flight solo, the President requested from MOD Tesha that when an agent is working a flight solo it should be noted in ROVR. This allows the agent to prepare accordingly.
- Agents should be notified via ROVR if they need to complete the jet bridge checklist form.
- Concerning the CARS group there was an issue with the Allocators assigning breaks. The ATO CSMs will now assign CARS their breaks.
- New Hires coming in CARS', CSA's, CSC's full & part time. The CLT Bid is being delayed 10 days to allow the new hires to bid while in training to ensue that they get what they hold. Also, the CLT Bid is being delayed because the President fought to get POC (PCS) lines added back to the Bid. Also, the GenDecs position is back to the CSA's. The Language Premium is another reason for the bid delay. New Bid will go into effect on March 27, 2023
- Passenger Connection Services (PCS) formerly known as POC. They are still working out the specifics. The Bid committee will discuss the specifics at the next meeting prior to the bid.
- The Language Premium pay & LP QR code is still a work in progress.
- Closing Aircraft door. US Airways CSA closed the door. Legacy AA Flight Attendant's closed the door. When merged in 2015 with AA the Flight Attendant's closed the aircraft door. Per the FAA the CSAs are responsible for closing the aircraft door. CWA members should be mindful of giving our jobs to vendors. CSA's will receive training on opening and closing aircraft doors.
- DAT days inform members that they now can just complete a document to request DAT time.
- CSMs giving agents discipline in front of co-workers. This is being discussed.
- Concerning bonus, we know it will probably be in the last check of April,
- Discuss the proposed changes by the Connect Me Group
 - We need to make sure customers with wheelchairs tags are completed correctly. Is the tag being put in the reservation?
- Discussed
 - CSM's having agents scan passengers boarding passes earlier to show that we started boarding on time when the cleaners are still on ac.
 - Allocators need a code for when the delay is on them.
 - Briefings – not all agents are receiving briefing. It's not consonant for each concourse.
- Concerning the Bargaining Committee and contract negotiations
 - Southwest has completed their negotiations.
 - We must watch the contract scope language to ensure that we don't lose jobs for a raise.
- Be mindful of that you are:
 - Clocking in and out. If you miss a clock out or in contact a CSM and complete the proper form.
 - You start SIDA badge within the 55-60 days. If so and your badge does not come back in time you will be suspended with pay. If not you will be suspended without pay.
- OJI (On Job Injury) – AA farmed out this to the state of NC handle all workmen comp claims. CWA Local 3641 has nothing to do with OJI. If it comes limited duty than the union can assist.
- Please report jet bridges that have issues. Send emails to management to start a paper trail.
- Remind members that AA is monitoring the CWA Facebook page and individual social media pages.

STATION VISITS:

- Josh – SAV
 - Meeting with GM who has allowed Jetstream & Envoy to use mainline breakroom. The space is not large enough.
 - Envoy agents having the weekends off.
 - CSC is granting VTO to Envoy
- Josh – BNA
 - Step 2 hearing
 - Agents are putting in for accommodations but the GM is not allowing it, so agents are going out on medical leave. The GM has hired individuals that can not work Ticket Counter & Gate.
- Ernest – MSY
 - Got most people update their information for mailing & union dues list
 - Discussed with Management so issues about personalities & communication.
- Ernest – MEM
 - Issue with Customer Service Agent termination.
 - Gathering information for mailings.
- Maretta – RDU
 - Meeting with GM concerning issues.
 - Members share the buses with passengers. They don't have an employee bus.
 - RES agents who transfer to Airport agents give up 30 flex days, future future Mando & same day swaps.
 - RDU is looking into getting phones for agents and getting rid of qik.
- Angela – ATL
 - Meeting with GM
 - They had a hiring event for CSAs & CSC
 - Concerns about the bid and CSM sending text messages CSAs personal phones.
 - Got membership forms completed by some.
 - ATL got another AA gate, so flights are increasing.
- Angela – BHM no station visit.
 - All agents in BHM are paying union dues.
- Danielle – GSO
 - Meeting with GM
 - The new HR person is still trying to catch on.
- Danielle – CHS no station visit.

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 March 9, 2023

ADJOURNMENT:

Motion to Adjourn Members meeting.

Motion: Ernest

Second: Frances

Motion Passed: Unanimously

Respectfully
Frances Geter
CWA Local 3641
Secretary / Treasurer