

**Minutes from the CWA Local 3641  
Executive Board Meeting via Zoom  
April 27, 2023**

**PRESIDENT CALL MEETING TO ORDER 0800HRS.  
ROLL CALL OF OFFICERS 0805HRS**

<b>NAME</b>	<b>TITLE</b>	<b>ROLLCALL</b>
ZATTIER MARVIN	PRESIDENT	PRESENT
TIMOTHY MCLAUGHLIN	VICE PRESIDENT CLT	ABSENT
FRANCES GETER	SECRETARY/TREASURER	BEREAVEMENT
ANGELA BARRETT	AREA REPRESENTATIVE ATL/BHM	PRESENT
JOSH CARL	AREA REPRESENTATIVE BNA/SAV	PRESENT
DANIELLE ISOM RICE	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.

- The open time bid posted have no weekends. Bid on 03/16 and bid starts on 03/27. AA doesn't have to offer weekends off.
- Door Closing Training is being done by Pristine. The door closing policy is system wide. The President is having conversations with AA management and CWA national. Agents are having issues with securing the aircraft doors, not with closing the doors. Questions about the safety to agents and OJI. President recommend we contact Marge Krueger via email at mkrueger@cwa-union.org
- Discussed Bargaining Committee and bargaining. Bargaining updates are posted on Local website.
- The employee work area is still in the workings. An area where employees have access to computers to conduct company business.
- Bereavement will show at UTO until you produce the required paperwork. The company is cracking down on bereavement for people not on the approved list. Contact your direct manager if you need leave of absence.
- Members on the no dues list can be contacted via their AA email, requesting their personal email address. We will then send them the Dues application via DocuSign.
- Reminder of changes at the ATO due to construction.
- Discussed Manger movement.
- Discussed Stations hiring. ATL, CLT
- Be mindful of what you're posting on social media.

Motion to pass prior months meeting minutes.

Motion: Ernest

Second: Josh

Motion Passed: Unanimously

## NEW BUSINESS:

- Any injuries or issues to Agents while closing Aircraft door since Pristine started retaining. Some Agents are not strong enough to close the door on 737.
- Bargaining Update #8
- Discussed the Profit Sharing 1.3% of our salary to be paid out on 05/26/23.
- Discussed New Hires by 07/24/23 - 141 CSA's & 26 CSA's
- Discussed Mando and Agent movement.
- Discussed Uniform policy. Management is not consistent with how it's implemented from one concourse to next. President asked management consistent.
- Discussed Badging - Agents are not required to come in on days off & while on vacation to do SIDA badge. Agents are required to start the badging process 55-60 days prior to the badge expiring. Area Rep are required to ask agents if they start their badging in time. Email Jennifer to start a paper trail with any issues concerning the badging process.
- Discussed issues with ROVR - fulltime time agents aren't getting lunch; Allocators telling agents that you don't get lunch; Advise agents to take pictures of tasks that are in violation of the current contract.
- Discussed Bid Committee - For the new bid ask management to show shifts with 30-minute lunches.
- Discussed Training to increase to 6 weeks. Training agents on International. Having issues getting Door access. CSM's rearrange agents' schedules when they are not trained in FIS.
- Discussed new options available with FMLA and the options to use Sick time, Vacation time or unpaid.
- Discussed Management - Allocators not working with agents concerning breaks and assignments.
- Discussed Metrics - Management is revisiting 2020 pandemic metrics in 2023.
- Discussed Concourses - International flight on A, B, C & D. Passenger connection time should increase.

## STATION VISITS:

- Josh
  - BNA
    - Filing grievances for discipline.
    - Short staffed having agents working full flights solo.
    - Shortage of shop stewards.
  - SAV
    - Shortage of shop stewards.
- Danielle- Planning to visit stations next week.
  - CHS
    - Shortage of shop stewards
  - GSO
    - Communication issues with AA Agents and Envoy Agents
- Ernest
  - MSY
    - Issues with CSC's doing a managements job, creating division between CSC's & CSA
- Maretta - Planning to visit SDF.
  - RDU
    - Issues with 4-hour shifts

**GRIEVANCES:**

- President discussed current grievances, terminations, and hearings.

**TREASURER REPORT:**

- Not given

**SCHEDULE NEXT MEETING:**

- Next Executive Board Meeting is scheduled for May 24, 2023

**ADJOURNMENT:**

Motion to Adjourn meeting.

Motion: Josh

Second: Angie

Motion Passed: Unanimously

Respectfully  
Frances Geter  
CWA Local 3641  
Secretary/Treasurer