

**Minutes from the CWA Local 3641
Executive Board Meeting
June 8, 2022**

PRESIDENT CALL MEETING TO ORDER:

Zattier Marvin called the meeting to order at 0800 hrs. The meeting held via Zoom.

SECRETARY ROLL CALL OF OFFICERS:

NAME	TITLE	CALL
ZATTIER MARVIN	PRESIDENT	Present
TIMOTHY MCLAUGHLIN	VICE PRESIDENT CLT	Vacation
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	Medical
RUTH PENISTON	AREA REPRESENTATIVE ILM/MYR	Medical
MARETTA SELLERS	AREA REPRESENTATIVE RDU/SDF	Present

OLD BUSINESS: The President covered old business from the May 10, 2022, meeting

- OT calls company being pro-active instead of reactive
- According to article 4 of the collective bargaining agreement Prospect can check oversize bags, golf clubs, etc. • Mask still optional
- Employee Bus accidents due to overcrowding of the buses. City of Charlotte is responsible for providing transportation to and from the airport. Call 4012 to report late clock ins, there should be more than one person making reports. • Points assessed during the Covid pandemic, will not be removed per Marg K.
- In station jet bridge training have two positions to train new hires on proper jet bridge procedures • Contract Bargaining Survey deadline 05/14/2022. E-board member were deployed to assist members with completing the survey. E-board members should have contacted their stations to assist members with completing the survey. • Bargaining Committee will have Zoom meetings to answer questions from the Executive Boards. Zattier will get more information on this at the 2022 CWA Legislative-Political Conference in Washington, DC.
- Protection from abusive passenger bill that passed.
- Unprofessionalism of staffing and management to agents, Zattier discussed with upper management. • Danielle made a station visit to CHS & GSO to share the bargaining survey. GSO had Members Appreciation Lunch. Josh made a station visit to BNA and had the Members Appreciation Lunch. Angela made a station visit to ATL to meet with the GM. Management there is going through training on how to treat the membership. • Daily filing grievance concerning Bags Inc. because they are swapping passports for international flights. This issue is now with Marg K.
- Discussed current grievances, terminations, and hearings.
- Josh filed a grievance concerning the company's the metrics are not accurate. Management is not following progressive with issuing discipline.

- The President discussed with management them allowing Jetstream to access the jet bridge while CSAs are moving the jet bridge.
- Danielle inquired about filing a grievance, because the company is not giving shift extension over 4 hours. • We discussed no more pandemic leave and the increase in Covid cases in CLT. We will incur points for calling out sick due to Covid. Doctors are not completing ARC paperwork, which creates an issue These items will be discussed with Marg at the Conference in DC.
- Waiting to hear from Labor concerning the additional vacation day promised to us for getting vaccinated. There is not clarity, but the issue is on Marg K. desk.
- We discussed the Bargaining form and who conducts the bargaining is Marg Krueger and Chris Shelton and the Bargaining Committee.
- Agents now must meet with Admin concerning attendance.
- Active shooter response & training available. Management having daily briefings.
- May was mental health month.
- E-Board members should check on & encourage new hires
- The new VTO procedures
- New Hire intimidation and additional training needed on jetbridges & oversales have been discussed with management

Motion to Pass prior months meeting

Motion: Danielle

Second: Josh

Motion Passed

NEW BUSINESS:

- Complaints about the new VTO procedures, they are not consistent. There is no way of knowing if the VTO is being done correctly. No VTO if there is mandatory OT.
- Reservation agents who transferred in are not familiar with the Airport policies. As airport agents they must adapt to the airport rules and regulations. Attendance records follow you when you transfer from one position to another. • 25-minute discussion of E-Board matter followed by 15-minute break.
- Area Rep & Shop Stewarts have the right to challenge when “others” are doing our work. The company will then out source or in-source our work. Grievances were filed because Bags, Inc has been doing our work. • New Bid in effect 06/06/2022 will last until October 2022. 3 Bids per year.
- We all are the Union. The survey is our voice.
- Discussed MOD retirements and promotions.
- DFW has gate manning for the summer. Zattier will discuss with Management going to gate manning in CLT especially during IROPS. Staffing should be mindful of what time an agent is off and the out time of flights. Example off-time 1430hrs and flight out time is 1435hrs.
- Discussed CSA's and Staffing assigning task equally.
- CAR agents are being assigned to the gates to cue the IROPS customer service lines to pass out RICAP cards. • The company has a new way to offer OT starting July 4, 2022, to replace the paper OT sheets. DOS – digital overtime system.
- Light-duty is back in CLT
- Mandatory Overtime procedure the company is not constant in following the contract. They are doing blanketing mando without researching the situations. They are not releasing us per contract, by seniority. Brandon has left CLT, so the company is going to assign someone to replace Brandon. Once the new manager is assigned, Zattier will assigned agents to the mando group.
- Gate C5 closed and will be used as Special Services. All other concourses will use mobile podiums. Brittany is now over FIS. They are looking at holding more international flights to eliminate international rebooking. FDC qualification

is necessary for agent to work FIS.

- For AM agents the jet bridge is disconnected from the aircraft in the PM for safety reasons. • Zattier discussed with Tesha that the minute between tasks is not realistic. She is requesting a minimum of 5 minutes between tasks.
- Employee Bus situation shortage of drivers. Call 4012 and your CSM know when you are late due to employee bus. It must be more than one person that is impacted. Also discussed the marijuana smell on the employee bus. • New Hire Jet bridge training with Ron & Kevin there is room for improvement. Suggestion that they use the magic tv's to play training videos in the break rooms.
- Covid spreading throughout the airport and the issues with employees coming to work with Covid, because calling out sick is an issue.
- We cannot issue gate passes to employees to gain access beyond security. You can be terminated for this. • Open time removal from the current part time bid, if the new hires are placed in part time open timelines, we can force a rebid.
- Contract negotiations are starting. Bargaining is the most important thing going on now. We need to keep the membership in the loop. The Bargaining Committee is chosen by voting, and bargaining can take up to a year. Only Union Officer can vote people onto the Bargaining Committee.
- Shop Stewards need refresher training suggested, also updating the Shop Steward Lists. Zattier will discuss training with Jarla. Suggestion of Shop Steward training videos. Updated Shop Steward list are on CLT breakroom boards. You have the end of your shift to get a shop steward, if no shop stewards are available, it can be tabled.

STATION VISITS:

- President reminder that Area Reps need to communicate with their stations concerning the Contract bargaining & negotiations. Schedule meeting with GM's
- Danielle in communication with her CHS & GSO
- Angela is scheduled to meet with BHM on 06/15
- Maretta in communication with RDU
- Josh in communication with BNA & SAV concerning the survey.

GRIEVANCES:

- President discussed current grievances, terminations, and hearings.

TREASURER REPORT:

- Frances gave the Financial Report

SCHEDULE NEXT MEETING:

- Next Executive Board Meeting scheduled for July 14, 2022

ADJOURNMENT:

Motion to Adjourn meeting

Motion: Maretta

Second: Josh

Motion Passed: Unanimously

Respectfully

Frances Geter

CWA Local 3641

Secretary / Treasures