

**Minutes from the CWA Local 3641  
Executive Board Meeting via Zoom  
September 1, 2022**

**PRESIDENT CALL MEETING TO ORDER: 0800hrs**

**SECRETARY ROLL CALL OF OFFICERS: 0805hrs**

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
LORICE CRAIG	ALT AREA REPRESENTATIVE ILM/MYR	PRESENT

**OLD BUSINESS:**

President read minutes of last meeting

- Mandatory Overtime and the inconsistency of management. It is a companywide issue, and it is being discussed with upper management
- Payroll issues on the 08/12/2022 were corrected by 08/16/2022. Thirteen members received payments
- President bargaining meetings with Marge and the bargaining committee to discuss strategy.
- New Bid - Management has not allowed the Union Bid committee to see the schedule. Asked for open time for part timers & to limit the number of passenger extras.
- Tesha moving her office to the Allocators office to monitor their interactions with the front line. Agents are still having issues with how they are communicating
- Badging must start 55-60 days before expiration date. If not, the penalties are unpaid suspension and discipline will be issued. All aspects must be completed 55-60 days before the deadline.
- Moving gate agents to ticket counter, agents should be cross trained. Management should ask for volunteers first before sending random agents to the TC. All CSAs are jetway qualified.
- Safety must always be a priority. Pulling jetways up to ac in the two ½ minutes.
- Need to bring back POC. Going to gate manning during IROP
- Discussed seasonal workers and how it would impact the front line.
- Discussed getting Baggage services & Ums from contracted vendors.
- FIS gendecs runners need a computer for that position.
- I-learning for de-escalating situations
- Transfers coming into a station during a current bid will assumed whatever is available.

Motion to pass prior months meeting minutes

Motion: Ernest

Second: Frances

Motion Passed: Unanimously

## **STATION VISITS:**

- Angela went to BHM to meet the new GM on 08/26/2022. New GM is looking forward to working with the Union. He is planning to do moral building activities. ATL is having issues with the company training the ramp on meeting the AC. Plan to visit ATL to meet with the new GM. Stations are good currently.
- Lorice went to ILM & MYR. Meeting with new GM is over both stations. She cleaned up the boards and plans to visit again to update boards. ILM schedule concerns with 9 AA agents & 30 Piedmont agents
- Ernest went to MSY to meet with the new GM. Plan to visit to attend town hall to get on the same page with management.
- Josh spoke with the new GM in BNA and planned to visit the station next week. SAV has a new GM, also plans to visit SAV next week.

## **NEW BUSINESS:**

- Lorice Craig serving as Alternate Area Rep for ILM & MYR. The Locals' Attorney approved this. She will visit these stations
- New Bid Posting - The Bid Committee was not giving an opportunity to look at the new bid prior to it being posted in WorkBrain.
- Bargaining should begin in October. Once bargaining starts, we will see tentative agreements (TA) coming from the National. The President will keep up in the loop, & Area Representative (AR) must make sure that each station is updated.
- Station Visit each AR should visit stations. Meet with GMs to get positive space travel. Make sure boards have up to date information.
- Secretary requested contact information for one individual from at each station from AR.
- De-escalation training to deal irate passengers. 113 option to notify management and police in the event of an unsafe situation. 113 information provided by the company 08/16/2022. Managers should give agents the option to go home with pay if they are attacked verbally and/or physically by an irate passenger.
- Annual Medical benefits the "Core Option" will be reduced by 30% for 2023. Employee must enroll for the Core Option for 2023.
- Explain to new & old members the importance of looking at the language of the new contract offers.
- Mandatory OT - management is working to produce new ways to eliminate mandatory overtime issued. 20-minute buffer for clocking out.
- Load factors have decreased. President having conversations about VTO and block VTO.
- Another hiring event coming. They must do the transfer list prior to hiring. 27 CSCs have been added to CLT. Suggested they have part time CSCs.
- Conversations with upper management about managers moving agents from one concourse to another should only occur during extreme circumstances (IROPS or many call-outs). Agents can clock-in & clock-out in any work area there is time clocks. Agents are still having issues with allocators constantly changing task. Ex: assigning breaks then removing break and giving assignments. Suggestions 2 CARS at each activation stations to eliminate agents having to throw bags their entire shift.
- More hands-on Jet bridge training for new hires. 2 weeks of training including gates with new jetways & all types of aircrafts. Suggestion that trainers be held accountable for agents they sign off.
- Issues with Managers telling agents they must remain on the jetbridges 10 minutes after pulling the jetbridges. Not all CLT jetbridges have air conditioning or heating.

- New Bid will post on 09/05/2022. Management will meet with the Bid Committee prior to posting the Bid.
- Question concerning the WorkBrain message that agents are responsible for knowing how many vacation days and sick days they have.
- Issue with B11 jet bridge - it moves while power cord is still attached.

**GRIEVANCES:**

- President discussed current grievances, terminations, and hearings.

**2022 MEMBERS APPRECIATION LUNCHEON:**

- Discussed venue & menus
  - Smaller stations have more options
  - CLT 3 deliveries boxes last 4 hours at room temperature
  - Jason's Deli for 12 stations
  - McAlister's for MYR
- Tentative dates
  - CLT 11/16 or 12/7
  - Other Stations the week of 10/24-10/28
- Developing a Members Appreciation Committee
  - Utilizing Shop Stewards and volunteers to assist
  - Monitor entrance and exit
  - Decorations
  - Check list
  - Contact HMS host for a cold room to store lunches
  - Contact Catering for water

**TREASURER REPORT:**

- Treasurer gave the Financial Report

**SCHEDULE NEXT MEETING:**

- Next Executive Board Meeting is scheduled for October 4, 2022

**ADJOURNMENT:**

Motion to Adjourn Members meeting

Motion: Lorice

Second: Danielle

Motion Passed: Unanimously

Respectfully

Frances Geter

CWA Local 3641

Secretary / Treasures