

**Minutes from the CWA Local 3641
Executive Board Meeting via Zoom
August 11, 2022**

PRESIDENT CALL MEETING TO ORDER: 0800hrs on Zoom

SECRETARY ROLL CALL OF OFFICERS: at 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	MEDICAL
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

- Complaints about new VTO system.
- Reservation Agents who transferred to Customer Service Agents and the differences
- Area Reps & Shop Stewarts have the right to challenge others doing our work
- Three scheduled BIDS per year
- All union members pay union dues
- MOD retirements and promotions. Also new managers coming into CLT
- Gate manning and staffing and how they are assigning agents
- CARS are assigned to cue the lines at special services during IROPS
- Digital OT System started July and issues agents are having
- Limited Duty back and what management will allow.
- Mandatory OT and how it is being managed.
- CSC swapping to work in FIS and qualifications
- Management for safety reasons are detaching jetways from ac at night.
- Time between ROVR tasks – requesting 7 minutes.
- Allocator's issues with communicating & moving agents from one concourse to another.
- Employee bus and the marijuana smell has been discussed with management. Management has discussed with the city.
- New Jet bridge trainer Lakeisha England
- Station Visits, each Area Rep is responsible for verifying the shop steward list for their stations.
- Employees coming to work with covid.
- Executive Board members are required to attend all Board meetings. Exceptions are out on medical or on vacation.
- Contract negotiations will start late September early October
- Scheduled the next Board meeting and Members meeting for August 11, 2022
- Reminder to submit info and receipts when deployed for Union business.

Motion to Pass prior months meeting

Motion: Angie

Second: Maretta

Motion Passed: Unanimously

STATION VISITS:

- Angela has had conversations with GMs at her stations ATL & BHM.
- Josh has been in constant contact with BNA & SAV

NEW BUSINESS:

- Issues with how the company is conducting Mandatory Overtime and the inconsistency of Management. It is a companywide issue. It is being discussed with upper management.
- Payroll and the issues we have had getting paid for mando and ot. Thirteen people that reported no pay were issued checks. President having conversations with upper management concerning pay.
- Presidents bargaining meetings
- New Bid – asked for open time for part timers, and to limit the number of pax extra. Bid post dates are tentative September to start in October. Bid committee members should be notified of upcoming meeting.
- Tesha has moved her office to the Allocators room to monitor their interactions with members. Agents are still having issues with how allocators are speaking to them. Question what is the new number of pax for a solo CSA?
- Badging must start 55-60 days out. If not, the penalties will be unpaid suspension and discipline will be issued.
- Discussion moving gate agents to the ticket counter. All CSAs are jetway qualified. All CSAs are required to complete jetway recurrent training and signed off. Agents should be cross utilized. Gate agents are always sent to the ticket counter, then ticket counter agents should be sent to the gates. The company should ask for volunteers' first.
- Safety must be a priority. Metrics are the company's priority. Two and half minutes to pull up jetway to aircraft. We are looking for an consist answer as to when a clock starts for meeting a flight. i-Learning states that a jetbridges does not move until aircraft is chocked. Management has issued memos that are in direct contradiction with i-learning.
- Discussed the need for bring back POC. Going to Gate manning during IROPS and remaining there for the remainder of the day.
- Discussed seasonal workers and how they would impact the front line.
- Discussed getting baggage services and unaccompanied minors back from contracted vendors.
- In FIS, the gendecs runner (Agent) needs a computer & area just for that position
- Safety Committee who is on this committee and how to join
- Question – can the company design an i-Learning for De-escalation Training for agents
- Executive Board voted unanimously via email for President Zattier Marvin to attend The Labor Assistance Professional Classes for \$1600.00 total cost on 09/11/22-09/16/22.

GRIEVANCES:

- President discussed current grievances, terminations, and hearings.

TREASURER REPORT:

- Frances gave the Financial Report

SCHEDULE NEXT MEETING:

- Next Executive Board Meeting is scheduled for September 1, 2022

ADJOURNMENT:

Motion to Adjourn Executive Board meeting

Motion: Ernest

Second: Josh

Motion Passed: Unanimously

Respectfully

Frances Geter

CWA Local 3641

Secretary / Treasures

CWA LOCAL 3641 MEMBERS MEETING

August 11, 2022

0900hrs. – 1000hrs.

Twenty-five members joined via Zoom

OLD BUSINESS

President read minutes of last members meeting on March 8, 2022

- Bid extensions are always granted for the benefit of the members.
- Probation employee being placed on different shifts, they are not union until after 180 days.
- Bid and seniority dates issues that were addressed.
- Badging rules must start process 55-65 days in advance.
- Buffers between flights, issues with Allocators
- New Hires not receiving proper training concerning jetbridges.
- Masks are optional
- VTO is a privilege and must be issued by seniority
- Robust summer - we have more mainline flights than regional in CLT
- Management should be pro-active vs reactive when it comes to Mandatory OT.
- Transfers will get shifts available until the next station bid

Motion to Pass prior months meeting

Motion: Josh

Second: Angela

Motion Passed: Unanimously

NEW BUSINESS

- Presidents Bargaining meetings
 - President discussed the bargain committee and contract negotiations.
 - Bargaining Survey results
 - Base pay, Job security and limits on contracting, healthcare benefits plans & coverage, seniority, sick days, compensation, vacation availability & accrual, overtime pay, profit sharing, swaps, customer care, contact premium pay, scope of work, shift differentials, holidays, 401k, staffing levels at airports, furlough recall bumping right, homebased reservation cost of internet and phone
 - Members are encouraged to make sure they have current information with CWA
 - Mandatory OT bargaining proposal – pay double time for all on mandatory ot. 8-hour rest period proposed a 10-hour rest period.
 - Lunches and breaktimes were discussed.
 - Bargaining is closed door. Contract negotiations can last to a year or more.
 - Difficulty in hiring CARS & CSAS at the current starting salaries. Starting pay is not competitive with the current market.
 - TA – tentative agreements. Each TA will be presented to the membership by the President.
- Shop Stewards
 - Training August 30, 2022. We need a strong shop steward group. We need refresher courses.
- Grievance – is there a way to stop having to file grievances for the same issues. There needs to be penalties for management when they continue to violate the contract.
- Members going to management on other members. It is strongly discouraged behavior. We should be able to work out our difference. We should be unified during contract negotiations. Unless it is harassment or other egregious behavior.
- CLT – last open time bid was all pax extras because of sick call, call outs & vacations
- Hiring event on July 12 & 13 – hired 3 ft CSC, 15 ft CSA, 15 ft CARS.
- Improvements of ROVR assignments at the end of lunch breaks.
- New Bid – asked to bring back open time for part-timers
- Light Duty is back – suggestion that light duty agents can be used a relief.

ADJOURNMENT:

Motion to Adjourn Members meeting

Motion: Frances

Second: Ernest

Motion Passed: Unanimously