

**Minutes from the CWA Local 3641
Executive Board Meeting via Zoom
January 12, 2023**

PRESIDENT CALL MEETING TO ORDER: 0803

SECRETARY ROLL CALL OF OFFICERS: 0805

| 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 12/20/2022.

- Holiday hours & traffic. Expect heavy traffic for holiday season.
- Parking Reservations are necessary to access the hourly deck.
- Peak travel days Wednesday, Thursday & Friday for Christmas & New Years.
- President asked Management to be pro-active concerning inclement weather.
- CLT Management is offering Holiday VTO by seniority and operational needs.
- 11/02/2022 MOD meeting topics
 - Moving agents between concourses are due to sick calls. President requested that the Allocators be respectful to agents they are moving.
 - President requested names of Allocators who are being disrespectful & belittling to agents.
- CSCs who stepped down to CSAs but are still GCS qualified will still be offered OT as CSCs. And will also still be asked to be upgraded by reverse seniority order.
- Definition of the roles of D1, D2, D3 has been clarified. This issue has been addressed with specific Managers. Managers are holding agents accountable for other agents. Ex: D3 responsible for D1.
- CHS is now mainline they are allowing transfers & hiring off the street.
- DAT days - Concerning the one vacation day for getting the vaccination, the company issued a DAT day. The prior way a DAT day was rewarded is that the employee had to find someone to work for you. Now you can request the DAT day without finding someone to work for you, or you can find someone to work for you. This can be done by completing DAT Day Request for Customer Care form.
- Pension was not one of top Contract negotiation items. Josh designed a QR code petition for pension in the current bargaining negotiation. 146 people have signed up. Our goal is 200.
- Discussed issues with management and allocators. New Agents are not trained properly especially meeting aircraft on certain gates. Management should be held accountable with how they communicate with the frontline. Allocators assigning agents task to agents 10 minutes before shift end time. Changing task while an agent in the middle of working a task, changing lunch & break times after the agent has accepted the task. Belittling agents when they call to advise allocators of a task conflict.
- Question to see if the OT Equalization book is where it's supposed to be and if it is up to date.
- Discussed issues with Admin concerning vacation, payroll & sick time.
- President asked management to have a computer center available for employees to complete company documents. Waiting on an answer.
- 0900hrs. - 1000hrs. Members meeting

Motion to pass prior months meeting minutes.

Motion: Frances

Second: Earnest

Motion Passed: Unanimously

STATION VISITS:

- No Station Visits during the Holiday season

NEW BUSINESS:

- 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 breacktime 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 love ones, etc. so that we can send flowers or make donations. We need names, addresses & a contact number.

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 February 16, 2023

ADJOURNMENT:

Motion to Adjourn Members meeting.

Motion: Ernest

Second: Angie

Motion Passed: Unanimously

Respectfully

Frances Geter

CWA Local 3641

Secretary / Treasurer