

**Minutes from the CWA Local 3641  
Executive Board Meeting via Zoom  
October 4, 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 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
LORICE CRAIG	AREA REPRESENTATIVE ILM/MYR	PRESENT

**OLD BUSINESS:**

President read minutes of last meeting 09/01/2022

- Lorice Craig serving as Alternate Area Rep for ILM & MYR.
- New Bid will post on 09/05/2022. Management met with the Bid Committee prior to posting the Bid.
- Bargaining should begin in October. Once bargaining starts, we will see tentative agreements (TA) coming from the National. The President will keep us in the loop. Area Representative (AR) must make sure their stations are updated. Explain to new & old members the importance of looking at the language of the new contract offers.
- 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 with irate passengers. Dial 113 option to notify management and police in the event of an unsafe situation. Management 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
- 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.
- President has had conversations with upper management about managers moving agents from one concourse to another. This should only occur during extreme circumstances (IROPS or many call-outs). Agents can clock-in & clock-out in any work area where there are time clocks. Suggestions 2 CARS at each activation stations to eliminate agents having to throw bags their entire shift. Agents are still having issues with allocators constantly changing task. Ex: assigning breaks then removing break and giving assignments. More hands-on Jet bridge training for new hires. 2 weeks of training including gates with new jetways & all types of aircrafts. Issues with Managers telling agents they must remain on the jet bridges 10 minutes after pulling the jet bridges. Not all CLT jet bridges have air conditioning or heating. Issue with B11 jet bridge- it moves while power cord is still attached. Report jet bridge issues to Managers.

- Question concerning the Workbrain message that agents are responsible for knowing how many vacation days and sick days they have.
- 2022 MEMBERS APPRECIATION LUNCHEON  
McAlister's Deli for MYR & Jason Deli for all other stations  
Dates for CLT 11/16/2022 venue reserved, dates for other stations tbd  
Developing a Members Appreciation Committee using volunteers to assist with CLT luncheon.
- Badging must start 55-60 days before it expires. All aspects must be started 55-60 days before the deadline. Contact Jennifer or Brianna in the Badging Dept., if you start cannot start badging process on time. You will be suspended without pay if you do not start the badging process 55-60 days before expiration. If you start the process on time and your badge is delayed you will receive paid time off
- Discussed the need to bring back POC in CLT and the benefits to the customer.
- Tesha moving her office to the Allocators office to monitor their interactions with the front line.
- AR discussed ongoing issues with the unprofessional and rude Allocators. Specific Allocators are not doing VTO by seniority order. These issues will be brought to the attention of the GM Tesha Taylor

Motion to pass prior months meeting minutes 09/01/2022

Motion: Ernest

Second: Josh

Motion Passed: Unanimously

### **STATION VISITS:**

- Josh went to BNA to meet the new GM. They are short staffed.
- Ernest went to MSY to meet with members.
- Lorice went to MYR & ILM she updated the boards. Both Luncheons are scheduled.
- Maretta spoke with RDU unable to go because flights were full. She plans to visit SDF in the coming weeks.
- Angie plans to visit ATL when flights open up.

### **NEW BUSINESS:**

- Management is still planning to issue CSA the phones dates tbd.
- 09/27-10/12 CLT construction and closing of the Departure Level, how it will impact members. Contact CSM if you are late due to the construction, CSM will send an email to Admin the member will not receive points. Management cannot allow employees to use the Parking Deck, because the City of Charlotte is over the parking.
- Bargaining Committee Members are meeting with Company to set dates to start contract negotiations. AR & members were asked to take pictures with signs to be posted on CWA National website showing unity & solidarity.  
Presidents asked Marg Krueger & Kim Barbaro to approach the Company for an amendment to the current contract to give a temporary raise in leu of negotiations.
- President asked ARs to informed agents of the truth concerning the current contract, assist with making sure we have accurate contact information for the members in their stations. We need current information to update Aptify for the national. AR should visit stations, if flying standby reconsider if the inbound flight is full. Any expenses incurred while traveling to your stations will be reimbursed.
- President asked for volunteers to assist with mobilization. Lorice, Josh & Danielle volunteered.
- New bid takes affect on 10/17/2022.

- CARS will assist with pass out RICAP cards and queuing the lines at Special Service Counter. Contractually they can not assist at the gates.
- Discussed with bargaining team about getting the UM & Baggage Service back.
- New Calendars, Brochures & Brochure holders each station. Requested a contact person for each station so we can mail if AR's can not make it to stations. We will hand out CLT calendars during the Members Appreciation luncheon.
- President asked ARs to check with their stations when is a good day to schedule the Members Appreciation. CLT is scheduled for 11/16/2022. Josh will make flyers for each station once a date is decided.
- VTO and OT now is electronic, please bring any issues to the President. Agents are still having issues with getting paid for OT on the correct pay period.
- Concerning the DAT day given to us for getting vaccinated, question if it will expire & also do we have to get someone to work for us. President is waiting on management to get back to her concerning this matter.
- The Ticket Counter agents will now use ROVR. This should eliminate those issues that agents were complaining about.
- Managers need to be proactive concerning Mando situations. Please let the President know if they are handling Mando correctly.
- Also advise of issues concerning Allicators moving agents from one concourse to another, also assigning and deleting task while agents are working a task. Agents are being assigned to work flights solo & other agents are sitting in the break room. Managers are writing up D3's for not assisting with the full operation. D-3's are assigned as a bag checker for domestic flights, they are a 2<sup>nd</sup> boarder on international flights. We need specification about job assignments.
- Authorize full time CSC of 78, we currently have 71. We are over authorized full & part time CSA. Under authorized full & part time CARS. 12 part time & 18 full time CARS are being hired.
- Door closing time is D-10. Only close the door at D-15 if you have all passengers.
- Grievances filed are not being returned to the filer. Agents are asking what are happening with the grievances filed. Some managers do not take the grievance process seriously.
- Agents who work as premium language translators are not being paid. Management is working on streamlining the payment process.
- Agents called in for a Q&A the representing Shop Steward needs a scribe.

#### **GRIEVANCES:**

- President discussed current grievances, terminations, and hearings.

#### **TREASURER REPORT:**

- Treasurer gave the Financial Report

#### **SCHEDULE NEXT MEETING:**

- Members Appreciation scheduled for 11/16/2022

#### **ADJOURNMENT:**

Motion to Adjourn meeting

Motion: Frances

Second: Danielle

Motion Passed: Unanimously

Respectfully

Frances Geter

CWA Local 3641

Secretary/Treasurer