

**Minutes from the CWA Local 3641
Executive Board Meeting via Zoom
November 17, 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

- 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 lieu of negotiations.
- President asked ARs to inform 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 effect on 10/17/2022.
- CARS will assist with pass out RICAP cards and queuing the lines at Special Service Counter. Contractually they cannot 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 ARs cannot 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 2nd 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.
- How to de-escalation situations? Issue has been addressed with management

Motion to pass prior months meeting minutes

Motion: Frances

Second: Angie

Motion Passed: Unanimously

STATION VISITS:

- Angie went to BHM for members appreciation. They are concerned about the increase in mainline flight and their scheduled time off. She did address the GM concerning mandatory OT for staffing issues. Mainline CSC cannot address Envoy employees.
- Angie went to ATL to meet with the GM, delivered brochures & calendars.
- Lorice MYR & ILM both have had their members appreciation luncheon. Asked that we mail the calendars.
- Ernest went to MSY had members appreciation luncheon & a town hall meeting with GM.
- Ernest went to MEM had members appreciation luncheon
- Mareta went to RDU & SDF had their members appreciation luncheon & meet with GMs.
- Danielle went to GSO & CHS no issues.

NEW BUSINESS:

- Discussed CLT members appreciation luncheon. Agreed that it went well.
- Language Premium payment is being addressed, because agents are not being paid.
- Upgrading of CSA's that are still GSC qualified to acting CSC's must be paid the \$2.00 premium.
- Management is forcing CSAs into the CSC's roll to be a Gendec runners. It is a CSC position, but CSAs know how to do this position. Brittany is the manager over International. They are not giving CSC overtime for this position.

- There is an issue with how overtime awarded and the fairness. Equalization hours should be posted. There is no way to know that OT is available unless you call a Allicators.
- New Hires that are being released because of attendance issues. ARs should find out the facts, before referring new hires to the President. The President is having conversation with Management concerning treatment of new hires.
- Bargaining update reached tentative agreement on Section 3 Article 1, Article 8, Article 10, Article 22. Bargaining will resume 01/16/2023.
- Issues with Managers & Allicators being rude and unprofessional with agents. Why are they watching agents on camera?
- Light Duty is back, they will relieve Special Service agents for breaks.

GRIEVANCES:

- President discussed current grievances, terminations, and hearings.

TREASURER REPORT:

- Scheduling Finance Committee meeting
- Donation to Disaster Relief Fund & Retiree Fund
- Treasurer gave the Financial Report

SCHEDULE NEXT MEETING:

- Next Members Meeting & Executive Board Meeting is scheduled for 12/20/2022

ADJOURNMENT:

Motion to Adjourn meeting

Motion: Lorice

Second: Ernest

Motion Passed: Unanimously

Respectfully

Frances Geter

CWA Local 3641

Secretary/Treasurer