

**Minutes from the CWA Local 3641
Executive Board Meeting via Zoom
December 20, 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

OLD BUSINESS:

President read minutes of last meeting 11/17/2022

- 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 an Allocators.
- 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 & Allocators 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.

STATION VISITS:

- Danielle had members appreciation luncheon with CHS. Discussed the station is being made mainline. They are now hiring. They are appreciative for the union.
- Danielle had members appreciation luncheon with GSO. They are one flight away from being mainline. Envoy has issues with getting flights out on time.
- Angie spoke with BHM concerning Agents wanting to train Envoy, which is not contractual.
- Angie spoke with ATL everything is good.
- Josh concerning BNA, issues are with agents on restrictive duty they are retiring. The GM has hired agents on restrictive duty and that is incorrect. Management is requiring CSC to do paperwork, but they are not allowed to time off the floor to complete it. Mandatory OT is not being managed properly. They are extremely short staffed.
- Josh concerning SAV they are good.

NEW BUSINESS:

- 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.
- 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.

GRIEVANCES:

- President discussed current grievances, terminations, and hearings.
- Executive Board members are having issues with management returning grievances.

TREASURER REPORT:

- Treasurer gave the Financial Report
- Secretary requested update information concerning the new schedule and days off.
- Vote passed to send monies to the Disaster Relief Fund and the Retiree Fund. Checks were mailed.
- Executive Board discussed bringing other items to the Membership for a vote at the next Members Meeting
 - Mileage - union business mileage. Ex from Office to airport (CLT)
 - Sick Days & Vacation Days payout at the end of the year.
 - Interrupted vacation days are not vacation days.

SCHEDULE NEXT MEETING:

- Next Executive Board Meeting is scheduled for 01/12/2023.

ADJOURNMENT:

Motion to Adjourn meeting.
 Motion: Ernest
 Second: Josh
 Motion Passed: Unanimously

Respectfully
 Frances Geter
 CWA Local 3641
 Secretary/Treasurer

CWA LOCAL 3641 MEMBERS MEETING via Zoom

December 20, 2022

0900hrs. – 1000hrs.

MEMBERS JOIN THE MEETING AT 0900HRS.

10 MEMBERS JOINED

PRESIDENT CALL MEMBERS MEETING TO ORDER 0900HRS

OLD BUSINESS:

- President read minutes of last Members meeting

NEW BUSINESS:

- President updated Members on Bargaining Sessions and Tentative Agreements
 - Members are encouraged to update their personal information up to date with CWA National, so they can receive bargaining information & also contract voting information.
 - CWA/ IBT Bargaining Committee met over the summer to prepare for Bargaining. They went over the survey that members completed.
 - CWA Presidents requested that any time the Bargaining committee has reached a tentative agreement with AA that the CWA National will put out an announcement to the membership to keep us informed with one voice. This information will be sent to the email address you have on file with the National.
 - Issues that were discussed during the CWA District 3 Presidents meeting concerning the Bargaining Committee and surveys done by the members
 - Consider giving us a raise while in contract negotiations was presented to Robert Isom.
 - Consider a 10-hour rest period when you are required to work mandatory overtime. The current 8-hour rest period.
 - Consider payment of double time when mandatory overtime notice is not within the hour notification period.
 - Consider 5 paid Bereavement days and an additional 5 unpaid bereavement days. Consider removing the penalty of losing a Holiday the following year if a loved one passed away on a holiday of the current year.
- CWA Local 3641 rallied with SEIU at CLT for the “Good Jobs for Good Airports Bill” in support of contracted employees like Jetstream to receive better pay and benefits.
- SIDA badges must start 55-60 days prior to badge expiration date. If you start the process within the 55-60-day period and your badge is not return, you will be suspended with pay & no penalties. If you start the process outside of the 55-60-day period you can request a personal leave of absence without pay in lieu of being suspended without pay and receiving discipline. You must send an email to Erin Frey requesting being placed on a personal leave of absence.
- Mandatory Overtime the process is getting better. We must be prepared for mandatory overtime during the holidays & winter weather.
- President asked management to be pro-active vs re-active concerning inclement weather & traffic. Please communicate with the company if inclement weather and/or traffic is affecting your travel to & from the airport.
- VTO is not contractual it is a privilege. Christmas VTO is being offer by seniority and based on operational needs and weather.
- 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.
- Limited Duty is now back at CLT. They will be utilized as break relievers at Special Services.
- Workman Compensation and the Union. American Airline handle OJI claims via a third party. Once your claim is approved or denied it is between you and the state. It is your wording in your statement that will determine if you are approved or denied.

- Custom Seals – If you are denied a custom seal from CBP and you work in a station that requires a custom seal, you will be allowed to apply at stations that don't require a custom seal or reservations. CBP is solely responsible for custom seals.
- Members Appreciation Luncheon for 2022 was a success.
- Shop Steward class in coming January 2023. Let us know if you are interested.
- Language Premium the President is working on making sure you are paid in a timely manner.
- Gen Dec runner assignment is now CSC's and no longer CSA's. The President is having conversation with Management concerning training all CSC's and giving these assignments back to CSA's
- D1, D2, & D3 gate assignments are being held accountable for other duty assignments. Ex holding the D3 accountable for the D2 not boarding on time. The President has had conversation with upper management that this should not occur.
- CHS currently have five employees. As of 12/2022 CHS is now a mainline station. They are now hiring and open to transfers. GSO is one flight away from becoming a mainline station.

MEMBERS MEETING ENDED AT 1000HRS.

According to the By-Laws of CWA Local 3641 Article XIII Section 2

CWA Local 3641 Member Devin Sartin Jr. called for a vote of the members attending the 12/20/2022 meeting to

1. Increase the Presidents salary 75% above craft pay plus premiums.
2. President a car allowance of \$700 monthly.
3. President will be paid mileage for conducting Union Business
4. Give the President the annual payout option for
 - a. Unused Sick Time
 - b. Unused Vacation Time

In the event new successor should take office, The new Presidents' pay will revert to 15% above craft pay. The members must vote for the new successor to receive the car allowance

Motion to pass the vote: Devin Sartin Jr.

Second: Allison Boyd

Motion passed: 6 yes, 0 no, 4 did not vote

ADJOURNMENT:

Motion to Adjourn meeting.

Motion: Ernest

Second: Josh

Motion Passed: Unanimously

Respectfully

Frances Geter

CWA Local 3641

Secretary/Treasurer