

CWA LOCAL 3642 Membership Meeting Minutes

September 14, 2021

Call to Order: 6 p.m.

Pledge of Allegiance: Lead by Tammy Scott

E-Board in attendance: Tammy Scott, Nan Daniels, Deron Johnson, Kim Ellis, Tammy Hux and Raven Johnson

E-Board not in attendance: None

Membership in attendance: Laurian Nobrega, Mary Smith, Nancy McLemore, Sharon Vaught, John Moritz, Melissa Edwards, Karen Abbruzze, Jill Telkemp, Diane Lind, McPhine Dyson, Kim Capps, Karen Hooper, Kim Brugh and Ernestine Leach

Nan Daniels read the minutes from the Membership meeting on August 24, 2021. After Nan read the minutes, Tammy Scott asked if there were any questions concerning them.

The motion to accept the minutes as read was made by Nancy McLemore and Kim Capps seconded.

Motion carried: 2 for 0 against.

Nan will go over and discuss the financial report for the month of August 2021.

Tammy asked if there were any questions concerning the financial report. There were none.

Laurian Nobrega motioned to accept the financial report as read and Deron Johnson seconded.

Report of Officers as read by Tammy Scott: Karen Zajd resigned due to medical reasons on September 2, 2021. The E-board approved my appointment for Deron Johnson to take over as Executive Vice President of Local 3642. Deron was already a delegate because he was voted into the Local. He has been filling that position while Karen was on leave. He has been a huge

asset to the membership and to me. I am bringing a motion to the membership for approval to appoint Deron as EVP.

All in favor? Laurian Nobrega, John Moritz, Nancy McLemore, Sharon Vaught, Karen Hopper, Kim Brugh, Mary Smith and McPhine Dyson. All against-0 All who abstain 0.

Tammy Scott: The State Convention was canceled due to a travel ban. They did have it via Zoom and a few locals attended the event in person. Our local did not attend and monies allocated were refunded.

The national convention will be via Zoom and delegates will attend at the Local. The dates are October 18-20. The monies for airline tickets are being refunded and hotel rooms were also refunded back to Local. The leadership school has also been canceled this year.

Old Business read by Tammy Scott: Deron put forth a motion on the floor during the last membership meeting to reduce CWA 3642 officer stipends and make phone allotments \$120.00 per President/Sec-Tres/EVP and 50.00 per all other E-board members which would be a \$560.00 total for seven officers and area representatives. The previous amount was \$650.00 which for five officers and reps so there is a \$90.00 savings and two more area reps. The last membership meeting approved to accept this change. I am asking for second motion to lower these amounts.

All in favor-Kim Brugh, McPhine Dyson, John Moritz, Laurian Nobrega, Mary Smith and Sharon Vaught. All against-0, all abstain 0. The motion has passed and the by-laws will be changed to reflect this.

New Business as read by Tammy Scott: I reached out to our current landlord regarding our office equipment and furniture we rent because we are looking at finding something the same or lower than current rent. The reason for this is that the rent is going to increase by \$1400.00 when our lease is up in a little over a year.

The current owners offered to sell our Local the following items for just \$1500.00. I am asking membership approval for motion to the floor to buy all items on the following list. Karen Abbruzze asked if we would need any other items in the future. Tammy Scott answered we shouldn't need anything for the foreseeable future as far as office furniture and cabinets area concerned.

All in favor- Kim Brugh, McPhine Dyson, Laurian Nobrega and Mary Smith. All against-0. All abstaining-0.

The membership appreciation day was canceled due to Covid-19. I am asking membership to approve \$5000.00 to use for appreciation gift bags for all members OBR/HBR for this year.

All in favor-Laurian Nobrega, Mary Smith, Sharon Vaughn, John Moritz and McPhine Dyson
Against-0 Abstain-0

New Covid-19 vaccine incentive runs through October 1, 2021. It includes 5000 NST points and one extra day of pay. Agents who have already submitted can change vacation day from next year to one extra day of pay this year. Also, effective Oct 1st, those that are not vaccinated will not be able to use company pandemic leave and will have to use their SICK/FMLA/MLOA leave.

The company is offering Part-time based on seniority for SLS/ELT/CKS. Make sure you are signed up for transfer by September 29.

The New Steward training included Gloria Nieves, Laurian Nobrega and Lisa Oliver.

During our Managers' Meeting we discussed that the company would hire extra people to allow the restrooms to be cleaned an additional time a day. This will also allow all doorknobs and tables to be sanitized twice a day. The company also advised there will be a night cleaning crew to sanitize workstations when not in use. This cleaning practice will continue indefinitely.

John Moritz asked if there was any discussion concerning air-cleaning mechanisms because the Covid-19 virus has been determined to be an airborne transmitted disease. Tammy said this would be addressed in the next managers' meeting.

End of New Business.

Report of Committees as read by Tammy Scott: Safety minutes and membership minutes are located on our website. Tammy Hux, Maria Clarke, Deron Johnson and I took up a collection for

a 9-11 tribute for our area first responders. This included Fire Station No.3, the Cary police and EMTs, all who service RDU RES. Maria met with Mr. Paul (Owner of NY Pizza) to tip drivers and set up deliveries. She also included Thank you cards for first responders from CWA Local 3642 that Represents American Airlines. Deron and Tammy Hux visited both locations and took muffins, cookies and NY Pizza delivered pizza for all to enjoy. Retiree Terry Vince made salads for all locations and Deron and Tammy also delivered. Tammy and Deron emphasized how grateful the first responders were and shocked from our memberships' act of kindness. Deron and Tammy both said they left with a full heart. I Also want to give a big thank you to Mr. Paul for donating pizzas and supporting our cause.

Our Community Committee will be adopting a family for Christmas that will include dinner and Santa. More information will be shared when we have all the details.

I am going to now turn it over to Nancy McLemore our chairperson for the Finance Committee. She will discuss the audit of our books by the finance committee and the budget they created. Gail Kammel, Michelle Collette, Nan Daniels and Deron Johnson.

Nancy McLemore: We had our first Finance Committee meeting to Audit Local 3642 on August 30. We performed an audit for April, May and June of this year. (We were not required to audit the first three months of the year because the Local was still in receivership.)

We verified that all the vouchers for every expense had been properly filled out and had the signatures of the President and Treasurer/Secretary on them. Then we verified the amount in the reconciliation report from the Treasurer agreed with the bank statement and the amounts on the vouchers. There were a few errors found but they were verified and corrected immediately. All were clerical.

Anything the auditing committee had questions about, the Treasurer was able to answer and show documentary proof. Going forward we will continue to perform an audit every few months.

We should have our budget finalized in the next couple of weeks.

End of Committee Reports.

Health and Wellness Drawings as read by Tammy Scott: Please keep our members and their families in our thoughts and prayers.

Wear Red on Thursdays (to support CWA 3642) drawing: None submitted.

August Membership Meeting Attendance Drawing: Mary Smith

Anything anyone would like to bring to the floor before meeting is adjourned.

McPhine Dyson asked how many of the new-hires have had Sales Training. Tammy Scott replied, "All have that and AAdvantage Training."

Ernestine Leach asked "Can you tell which way there are leaning on HBRs?" Tammy answered, "Two thirds of membership, right now, are home based. I don't see HBRs going anywhere. I think we'll have news on HBRs by the end of the month."

Motion to adjourn-Laurian Nobrega and Sharon Vaught seconded.

Motion carried meeting adjourned: 6:45 p.m.