

CWA Local 3642 Membership Meeting Minutes

July 25, 2023—6 p.m.

Call to Order Time: 6:10 p.m.

Pledge of Allegiance

E-board in Attendance: Tammy Scott, Nan Daniels, Deron Johnson, Tammy Hux, Raven Johnson and Corey McLamb.

E-Board not in Attendance: Nancy McLemore (vacation and aboard a plane)

Nan read the membership meeting minutes from May 9, 2023 meeting.

A motion was made to accept the minutes as read by:

First: Rob Longwell

Second: Karen Cabrera

Nan summarized the financial reports for May and June of 2023.

A motion was made to accept the reports as read:

First: Corey McLemore

Second: Sebrenda Clifton

Old Business: None

New Business:

Bargaining update that came out on 7/25/23:

Tammy: The Company responded to several articles including 5-Hours of Service, 6-Overtime Customer Service, 9-Filling of Vacancies, 14-Recall and 17-Leaves of absence. In a recent discussion between our bargaining team and Robert Isom, he committed to reaching an agreement with our union that was competitive in the industry and not concessionary. Together we are going to hold him to that statement.

The Company presented proposals on two articles 16-Medical Examinations and 21-Limited Duty. We reached a tentative agreement on those articles. Our bargaining committee then presented a proposal on Article 34-General and Miscellaneous.

We are very close to agreement on all the above mentioned articles.

We have heard your questions and comments concerning the time frame in which we will begin bargaining economical elements of the contract. We understand your concerns but, before we can do that the Company has to respond to our proposal on Article 3, Recognition and Scope. We made proposal changes in October of last year and they have still not responded in any way. This crucial article provides job security to our members and it's absolutely necessary we have that in place before we move on to economics of the contract.

Aside from contract bargaining your union is fighting for additional improvements in the workplace, including changes in the uniform policy, tattoos/piercings, and improving the attendance policy. We hope to see changes soon.

Throughout the system, members are mobilizing and it's being noticed by management, making a difference at the bargaining table. As we know, the Company needs to see and hear we are united and ready to fight for the industry leading contract we deserve. So continue to wear your wings and check with your stewards and local officers at your stations and, in particular, save the date for August 15. Stay informed and share information with your fellow members. Make sure you have your email and phone numbers updated with your locals and remember to share your solidarity selfies with your local and American Agents Connected at info@american-agents.com.

Our next round of bargaining starts on August 8-10 and again, don't forget to mark your calendars for August 15. On that day we will be doing informational picketing outside the Charlotte Airport. I will be providing more details after Friday. It is done on your own time, but you want the company to be convinced we are determined to get a fair contract. You want your voices to be heard. Please come out.

When you see the pilots and flight attendants do informational picketing you don't see four or five members. You see hundreds. I don't care if you bring your family, your friends or neighbors, but we need people to show up. We need American Airlines to know we are serious, that our scope is important. It's time we had a fair contract.

I can't stress it enough. People want to complain, share their thoughts, but it's time to show up and show the company we're united. During the membership appreciation day next week, we'll have sign up sheets for carpooling. You can fly there. The good thing about Charlotte is that we don't have to have a permit to picket and we are allowed as many members as we can get to show up. At other hub airports you have to get a permit and the permit tells you where you are allowed to actually picket.

Also the press will be there and we'll be speaking to the news media. We want to let the company know it's time... we have members working poverty wages, people are ready for a raise. This is extremely important.

The E-board mailed out bargaining pins to the HBRs, so you'll be receiving those in the mail. The envelope will also contain the bargaining updates.

The Company announced the last two new-hire classes started on July 10 and that will probably be the last of the new-hires for a while.

We recently went to the CWA National Convention (July 8-11, 2023) and voted in a new president (Claude Cummings). It was a grueling process due to there being a run-off. Deron, Nan and I were there until almost midnight. It was an interesting process and a learning curve for all.

End of New Business

Reports of Committees

The Safety Committee, Bernard Griffin and Alan Creason will be meeting with Greg Innocent on July 27, so if anybody has any concerns, please get in touch with Bernard or Alan.

Election Committee

Tammy Scott: Karen Cabrera (Election Committee Chairperson) and Sharon Vaught (Election Committee Co-chair) came into the Local recently to begin preparations for the upcoming Local Officer Election. They went to Charlotte for election training as well. I'm going to let Karen explain the process.

Karen Cabrera: Hi everyone. I'm here in Miami (trainer) and I hope you don't hear any planes passing overhead. I would like to let you know, as your Election Chairperson, that we will be taking nominations for Local Officers at our next meeting. It is September 12 at 10 a.m.

Nominees need to be present. We will be taking nominations for:

President

Executive Vice President

Secretary/Treasurer

OBR Area Vice President

HBR Area Vice President

OBR Area Representative

Two HBR Area Representatives

The terms of office will be December 12, 2023 through December 12, 2026. Your points of contact will be myself, Karen Cabrera, and Sharon Vaught. We will post a letter, explaining the process on the bulletin board at the office, our Facebook page and our website.

Voting will open at 10 a.m. on October 13, 2023 and close on November 14 at 10 a.m. On November 14, we will begin any run-offs if there are any. Hopefully on that day we will know who your new officers are so we can install them at the December 12th meeting.

It is important to get the word out that we are having an election and will be here before we know it. If you know anyone who wants to run, please let them know about the meeting. It's important that we have as many people attend as possible.

Deron: Karen, it's OK that they attend via Zoom, correct?

Karen: Yes, they can attend via Zoom. It does not have to be in person.

Tammy: We're going to move on to health and welfare. Please keep our members and their families in your thoughts and prayers.

Wear Red on Tuesday drawing: Shakeel Chohan

Membership Meeting Drawing: Karen Cabrera

Tammy: Is there anything anyone would like to bring to the floor before we adjourn? Any questions?

There were no questions.

Tammy: Can I get a motion to adjourn?

First: Corey McLamb

Second: Raven Johnson and Diane Lind

Meeting adjourned at 6:49 p.m.