

CWA Local 3642 Meeting Minutes 03/14/2023

Meeting called to order: 6:01 p.m.

E-Board Members in attendance: Tammy Scott, Deron Johnson, Nanette Daniels, Raven Johnson, Tammy Hux, Nancy McLemore

E-Board Member not attendance: Corey McLamb—training new-hires in Miami

Pledge of Allegiance to open the meeting.

Nan read the minutes from our previous meeting in January.

A motion was made to accept the Minutes as read.

Tammy Hux – First

Deron Johnson--Second

Motion carried.

Nan presented the financial statement for January 2023.

Nan presented the financial statement for February 2023.

A motion was made to accept the financial statement for January and February as reported.

Raven Johnson--First

Deron Johnson--Second

Motion carried.

New Business:

On February 28,2023 we had a Finance and By-laws meeting to set our budget for the last six months of the fiscal year, April 1-September 30, 2023. You may recall that we decided to create our Local's budget this year in six month increments due to so much change in our membership numbers due to additional hiring attrition and transfers. We believe our membership numbers have stabilized a bit so next year we will most likely go with the traditional 12-month budget.

During our budget meeting, chairperson Nancy McLemore, along with Finance and By-Law committee members Michelle Collette, Nanette Daniels, Samantha Quarless-Ruiz and Ed Schafer went over the details of the next budget and came up with a final version to present to the membership for approval on March 14. Also in attendance for informational purposes were Tammy Scott and Deron Johnson.

Finance chairperson Nancy McLemore presented the budget and reviewed it with the members in attendance.

After going through the budget, Nancy asked for questions from the floor. There were none.

A Motion to pass the budget as reported was made.

Laurian Nobrega—First

Sonja Behrends--Second the motion

All in Favor: 7

All against: 0

Motion carried.

Our CWA-IBT Association Bargaining Committee met with American Airlines management February 13-17 in our fifth round of bargaining for a new contract.

Our union committees proposed changes to the following articles:

Article 14. Reduction in Force(furlough)

Article 18, Sick Leave

Article 19, Holiday Vacation

Article 20, Vacations

Article 25, Grievance Procedure

In addition, we responded to a company proposal to make changes to Article 21, Call Monitoring. Our proposal preserves the current practice.

The company proposed changes to the following articles:

Article 7, Overtime-Reservations

Article 14, Reductions in Force

Article 25, Grievance Procedures

The two sides reached agreement on parts of some articles, so overall progress was made. Our next round of bargaining takes place April 3-7, 2023.

Several weeks ago, members shared some great Valentines-themed solidarity photos to show support for the bargaining committee, and the company has taken notice of all the member mobilization. WE have said it before, but it's worth repeating. We need more members at every station and center to show unity and solidarity with the Bargaining Teams to help us achieve our goals at the bargaining table. Check in with your stewards or local officers to find out about mobilization actions at your station or center, and please share your Solidarity Selfies and group pictures with us at info@american-agents.com. We'll post them on Facebook.com/AmericanAgentsConnected.

We would like to thank the membership of Local 3642 for such an outstanding show of unity by wearing red and submitting their selfies and the positive comments on those photos. Please keep it up and thank you!

Be sure to follow us on Facebook.com/AmericanAgentsConnected where you can like and share our updates and other bargaining related content. Look for and use the hashtag

#FairPayAA. We also share updated bargaining news on our 3642 Facebook page and cwalocal3642.online,

End of New Business:

Legislative-Political Committee:

On February 8 and 9, 2023, Joan Newsome-White and Sebrenda Clifton attended the 2023 NC Labor Legislative Conference of the NC State AFL-CIO meetings in downtown Raleigh. While gathering a lot of great information, they were there to lobby legislative members to pass legislature that is important for the workers of North Carolina. Joan shared some of her experiences.

Joan Newsome-White--I got to see firsthand how the legislation operates and the process that it takes to develop it into amendments and to become law. She spoke about the digital inequalities that face our citizens in North Carolina. Many in this area do have no access to high-speed, broadband internet. This was very challenging during Covid-19 for many students when having to attend classes remotely. Having access to this would create better paying jobs and afford equal opportunity for all.

They also lobbied for medicare for all working people who may not be able to afford health-care insurance and they don't receive it through their workplace. This was passed recently by the state House of Representatives and will be put to a vote in the North Carolina Senate.

The local was compensated by the CWA SIF Program for Joan and Sebrenda's deployment for their participation in the lobbying process.

Safety Meeting January 24,2023 2:45 PM -3:15 PM

Attendances; Tammy Scott CWA Local 3642, President, and Greg Innocent, Facility Manager.

We discussed the cleaning procedures that have been implemented since the pandemic began. The company is still using the same protocols and procedures that were implemented in the beginning of COVID -19.

We also discussed the bathroom being very cold, along with some of the classrooms. Greg explained that they were adjusting the new boiler and regulating the controls and hopefully we should notice some improvement in those areas this week.

We also discussed the need for a security guard at the entrances during the manager's meeting the same day and with Greg. I was advised by both, that they are looking at what the other reservations offices do and they have security in the parking lot at night. You can request the security representative to walk you to your car in the evenings, if you go to Workforce they will call them in to escort you.

The company also has masks at the back entrance for anyone who would like to wear one. They are also providing sanitizer dispensers for your use. The company will continue to follow all CDC guidelines where Covid-19 is concerned. They will follow any mandates that are enforced for people who are working in the office. The company will notify the Local of any changes.

Health and Welfare: Please keep our members and their families in your thoughts and prayers.

Tammy asked if anyone would like to bring to the floor any discussion before we adjourned?

Union meeting drawing winner: Tommie Keene

Wear Red Winner: Laura Frederick

Motion to Adjourn

Raven Johnson—First.

Nanette Daniels—Second.

Meeting adjourned 6:37 p.m.