

CWA Local 3642
Membership Meetings Minutes
May 9, 2023 10 a.m.

Meeting called to order 10 a.m.

We began the meeting with the Pledge of Allegiance.

E-board in attendances: Tammy Scott, Deron Johnson, Nanette Daniels, Tammy Hux

E-board not in attendance: Raven Johnson, Nancy McLemore and Corey McLamb due to working and teaching new-hire classes at AA.

Nanette Daniels was asked to read the minutes from the previous meeting.

Tammy asked for a motion to accept the minutes as read.

Deron Johnson-First.

Tammy Hux-Second.

Motion carried.

Next Nanette presented a financial report for the months of March and April 2023.

Tammy asked for a motion to approve the financial reports for March and April 2023.

Sharen Jaeger-First.

Barbara Taylor-Second.

Motion carried.

Old Business: None

Tammy announced that she will be leaving for Bargaining on May 15th and returning on the 19th. Deron will be covering the Local during this time.

Local 3642 will be having a member appreciation day in the RDU Res cafeteria near the end of August. There will be food and goodies. We will share details once everything has been finalized.

We will also be collecting email addresses to make sure they are updated in our system. Please send Nan or Deron any updated email addresses so we can make sure your voice is heard. Some of our members have been with us for a long time and may not have updated email address changes.

The company is starting some remote advantage classes to be conducted virtually.

We have three more new-hire classes starting in July which will be in-office training. The company is in the process of hiring 20 CCMs for RDU and MIA Res offices. Management also shared another CEM/Level 5 and support staff will be hired.

Tammy shared that, during negotiations, the bargaining and management teams reached a tentative agreement on the language in Article 7--Overtime Reservations and Article 19--Holiday Vacation but not on the economic portions of those articles. Further discussion on these articles will be tabled until they reach the financial portion of the negotiations. Your bargaining team continues to make progress.

Please keep your eye out for Local 3642's mobilization events. Tammy said we must show the company that we all support our bargaining efforts, and you need work life balance along with Fair PAAY. We will continue to post on our Facebook page and website.

Also, please take a look at the new president's message on our website. We have included videos regarding the negotiations process under the NLRB. These four-to-five-minute videos do a great job in explaining the process and the timeline between when a union takes a strike vote and when that can actually take place.

Tammy said, "I cannot stress enough that the pay is not the most important thing in this process. WE need work/life balance and job security!" We will continue to update Facebook and our website with all bargaining updates. We will share more bargaining and mobilization dates when they are confirmed.

End of New Business:

Report of Committees:

The Safety Committee will be at the end of the month. Please share any concerns regarding the office with Co-chairpersons Alan Creason or Bernard Griffin.

The Mobilization Committee attended training in Pittsburgh last week. Tammy Hux spoke about it. She said this was an excellent and very informative training event. They were shown how to formulate more effective mobilization of our members, along with how to break it down and get positive results. She said emphasis was on numbers when mobilizing, "One member voicing their concerns is a squeak. Many members raising their voices is a roar!" Tammy was very appreciative of the opportunity to go to the training along with her other Mobilization Committee members Sonja Behrends, Laurian Nobrega. Local President Tammy Scott also attended.

Health and Welfare:

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

Barbara Taylor's name was drawn as the Health and Welfare attendance winner.

Jose Claustro was chosen as the Wear Red on Tuesday winner.

Tammy Scott opened the floor to questions before adjourning?

Barbara Taylor said that she thought the Local membership perception of the negotiations was that management was dragging their feet because they thought things were moving so slowly. Sharen Jaeger reiterated the same sentiments and asked if she thought the company was being responsive enough.

Tammy responded that she didn't feel this was the case and, as she mentioned before, several articles of the contract had been agreed upon in principle. She also mentioned that some of the company's negotiators were also involved in other workgroup negotiations simultaneously.

Barbara Taylor asked if Tammy thought we'd have a tentative agreement to put to a vote by the end of the third quarter or the year.

Tammy said that there are bargaining sessions scheduled through the end of the year, but she understands that everyone is anxious for the contract to be completed. Everyone has gone a long time without raises and it hits the new-hires the hardest. They are receiving pay that qualifies for food stamps. She added that, despite the need for raises, we can't rush through these negotiations and we have to look at every article in detail. Nothing can be overlooked. "We have to look at this in regard to where we want to be, not just for the duration of the contract, but 10 years down the road as well."

Sharen Jaeger had a question regarding a vacation change she had requested. She gave her information to Deron Johnson. We looked into the situation that afternoon.

A motion was made to adjourn.

Barbara Taylor-first.

Nanette Daniels-second.

Motion carried by all attending members.

Meeting adjourned at 10:37 a.m.