

# CWA LOCAL 3642 MEMBERSHIP MINUTES

Aug 24, 2021

Call to Order: 10:00

Pledge of Allegiance

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

E-Board not in attendance: none

Membership in attendance: John Moritz, Joan Newsome, Kim Capps, Kim Brugh, Mary Smith, Ken Grunwald, Dawn Hiatt Rathge, Kelly Lucas.

Nan Daniels--Read the minutes from the previous Membership meeting on July 13, 2021. Tammy asked for a motion to accept the minutes as written after asking if there were any questions.

Motion carried: 2 for 0 against. Names of people who carried motion. Tammy Hux-First Kim Brugh-Second

Nan discussed the financial report for month of July 2021. We had a bit of technical difficulty here as I had forgotten to ask Nan for the financial report, to download in advance, so we could display on the screen. We eventually were able to screen shot it and present it to the membership. Tammy asked if there were any questions

Tammy asked for a motion to accept the financial report as read with a second.

Motion carried: 2 for 0 against. Names of people who carried motion:

Deron Johnson-First Tammy Hux-Second

Report of Officers: Tammy Scott-The State Convention will be held Sept 12-15, with all officers attending. Our AA management team will be there on the 14<sup>th</sup> for

one night. We will share all that is learned when we return. We'll also share photos at our next membership meeting. We will not have meeting September due to State Convention.

Old Business: None

New Business: Tammy Scott--Covid-19 vaccine card needs to be submitted by August 31, 2021 to qualify for the \$50.00 Non-Stop points and an extra day of vacation in 2022. The link is on our Face Book page, website or Jetnet.

The New Mando trial agreement made between the Union and the Company. FT/PT can choose to work an additional 4 hours/week or 12 hours between August 16-September 5<sup>th</sup>.

During the last trial 2400 representatives signed up and approximately 1400 opted out. There was over 1800 people systemwide that participated in the 50-hour incentive. Our board has decided not to have the Member Appreciation Day in September due to rising Covid cases in N.C. We will have something by the end of the year.

The only officers attending the National Convention are the delegates. That would be President, Executive Vice President and Secretary/Treasurer. The National Convention might be canceled due to COVID.

We are hoping to plan something for all OBRs and HBRs in October.

The company has not made any decisions regarding the HBR program. I can only tell you that you are all needed and valued. I am sure something will be out soon. Please be patient. At the moment, we are not hiring in Winston-Salem. RDU RES has renewed lease for five more years. YOUR union is working hard for all HBRs including those that would like to continue the TDY. I assure you I will share with all when it's all been decided. The Union cannot tell American Airlines how to run its business we can only uphold the contract and make sure everyone is treated fairly.

Deron Johnson--I would like to bring a motion on the floor for membership approval. This would be a By-law change to lower the e-boards' stipends that were put in place under receivership.

The President's was \$250.00, while the Executive Vice President's and Treasurer Secretary were both \$150.00. Each Area Vice President was \$50.00. These amounts were written into the By-laws while Gene Redd was our temporary administrator. We are asking for our By-laws to be the same as the other airline locals and change ours to \$120.00 each for the President, Vice President and Treasurer/Secretary. The other representatives will continue to be \$50.00. We would be changing it to a 'phone allotment' to be in line with our SOP and the other locals. This has already gone through our Finance Committee with approval.

Tammy Scott--I can also assure you that no officer has been paid any stipends while out more than 30 days or has not been doing Union Work.

Deron—So what we're asking for is a reduction in the cost to maintain this while being able to have two more representatives. The original cost was \$650.00 a month. The new cost would be \$560.00.

Kim Brugh said she had a hard time hearing us initially, so we explained again and she said, "I'm OK with that."

Tammy Scott asked if there were any more questions prior to voting.

All in favor 5 all against 0 and all who abstain 3.

Please include all names of everyone who voted in favor-Kim Brugh, John Moritz, Joan Newsome, Mary Smith and Kim Capps. Abstained-Ken Grunwald, Kelly Lucas and Dawn Rathge.

Motion to change By-laws passes.

End of New Business.

Tammy Scott--Report of Committees: Kim Brugh will be attending AFL-CIO 64<sup>th</sup> Annual Convention for our Local 3642. The convention is being held in Wilmington from October 13-15. The rest of our delegates will be driving up and back in the same day to ensure we have the votes for representation. The other five will only be going to vote for someone from the Airline Division to carry a chair seat for the AFL-CIO board. We will carpool to help with cost and Kim will be staying to carry all our votes for the voting of the board on Friday. We will share all information regarding the process at our next membership meeting.

The Women's Committee continues to collect food for our Food Bank. You can drop off any donations at the Local or notify us to pick them up at RDU RES. We are hoping to have the Education Committee complete our first Shop Steward newsletter out by the end of August.

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

Wear Red on Thursday drawing between Sally Vogelsberg and Ryan Crawley. Sally was the winner of the drawing. Congratulations, Sally and thanks for your support, Ryan.

Membership drawing last month winner was Mary Smith.

The August winner was Kelly Lucas.

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

John Moritz asked about Covid protocols being taken in the office. He asked if there were new measures. He said that we need to start an education campaign

on how to properly wear a mask when walking through the office. Tammy said company was continuing offer cleaning products and masks. She said she totally agreed that people should be more careful and wear their masks properly.

Joan Newsome-how many new-hires do we have and what does this mean for the HBRs?

Tammy said that we have about 392 new-hires, 150 more approved and about 105 of those hired. She said that this doesn't take anything away from the HBRs position and that Covid-19 has demonstrated how valuable the HBRs are to the company.

Motion to adjourn: Deron-First Karen-Second  
Motion Carried 2 for, 0 against.

Meeting Adjourned at 10:30 a.m.