

CWA Local 3642 Membership Meeting Minutes

August 9, 2022—6 p.m.

Call to Order: 6 p.m.

Pledge of Allegiance

E-Board members in attendance: Tammy Scott, Deron Johnson, Tammy Hux, Nancy McLemore
Raven Johnson, Corey McLamb.

E-Board members not in attendance: Nan Daniels on vacation and Kim Ellis on LOA.

Nancy McLemore read the minutes from the July meeting.

Motion to accept minutes as read:

First: Deron

Second: Corey

Motion carried:

For: 2

Against: 0

Abstain: 0

Nancy read the Financial Report for July 2022.

Motion to accept the report as read:

For: Corey McLamb, Raven Johnson

Against: 0

Abstain: 0

Report of Officers:

Tammy Scott: I attended the bargaining planning meeting in Pittsburgh on August 1 – 5 (return was delayed due to weather). The Bargaining Committee and Local Presidents went over proposals and compiled information for the team to be successful during our negotiations with the company. We will meet again on August 22-24, 2022.

The E-Board will be attending the CWA State meetings on September 11-14, 2022. All E-board members will be attending so we will be covering the Local and its members needs remotely for that time period. The District 3 National Meetings will be held October 16-19, 2022, so Nancy McLemore and Corey McLamb will be covering the Local while we are away.

Old Business: None

New Business: I (Tammy Scott) would like to start by thanking all our retirees for coming back to help us during one of the most challenging times in reservations' history. Thank you.

During the E-Board's last meeting with management in July, we were advised that reservations hiring will continue at all locations.

I will be away again in late August and early September, working with the Bargaining Team and meeting with the IBT bargaining group. I am pleased with all the training and worked that we have done and what we've accomplished. I hope to announce the dates we will begin bargaining soon. The other members of the bargaining committee and the Local presidents will announce this simultaneously.

I can't express enough the importance of showing unity for your Bargaining Team and CWA, so please wear red on Thursdays to do so. Our HBRs can send selfies to participate and we will post them on the website and Facebook page.

We will be training Shop Stewards again on August 19, 2022.

We are having a Members' Appreciation Day celebration at Bond Park in Cary on August 27, 2022 from 11 a.m. to 6 p.m. It will be held in the Senior Center at 120 Maury O'Dell Place, Cary 27513. We'll have hamburgers and hotdogs as well as vegetarian offerings, with all the trimmings. We will also have a DJ, a karaoke machine, corn hole and other activities. There will prize drawings every hour and all members' names will be in the hat whether you are able to attend or not. We look forward to seeing everyone there as it's been so long since we were able to be together in person. We'll send out email reminders to your personal addresses.

I have received approval from the Finance Committee for all E-board members to attend the CWA 2022 NC State Convention in Myrtle Beach, September 11-14. I would like to ask the membership to approve the Local taking two additional E-board members, along with our delegates, to the District 3 Meetings in Biloxi in October. We would like to take our Area Vice Presidents, Raven Johnson and Tammy Hux.

Those in favor: Three (John Moritz, Vivian Salwen and Anggie Brouse)

Those against: 0

Abstained: 0

End of new business

Report of committees:

The Safety Committee meeting will take place on August 16. The minutes will be posted on our website.

In September we will have a meeting of the Finance and By-laws Committee in which they will conduct an audit for the previous two quarters and develop of budget proposal for the coming fiscal year which begins October 1, 2022. The budget and audit results will be presented in our October membership meeting.

We will also be asking the committee to make a small change to the Locals By-laws concerning elections. The By-laws currently say that the Local is to conduct elections via USPS. We would like to change that to either USPS or electronically, through a third party election system.

Health and welfare: Please keep our members in your prayers.

Wear red on Thursdays winners: None submitted.

The membership drawing winner for our July 19th 2022 meeting was Mary Smith. Today's winner is (Corey pulls the name from a hat) Angie Brouse.

Anything anyone would like to bring to the floor before we adjourn?

John Moritz, "Is the meeting in Biloxi for E-Board members only or can anyone go?"
Tammy Scott, "Yes, it's for delegates and E-Board members."

Vivian Salwen: "The CWA bargaining survey was difficult to understand and very long. Is that the only thing that bargaining strategy and items of importance will be based on?"

Tammy: "It won't be the only thing on which we base our bargaining strategy. It represented a place to start. It's not too late for suggestions and there may be another survey closer to the date we go to bargaining with the company's representatives."

Vivian didn't like the survey because it was limited and she thought it was a bad start to the bargaining process because so few responded.

Vivian, "Going forward, what can we expect? I didn't see anything about Mando/FLMADD on the survey."

Tammy pointed out that there were places on the survey where you could go into more detail and comment on various issues that may concern a member. She also said that the IBT side came up with the survey.

Tammy said, "There was a question on the survey that asked whether you preferred contractual Mando to FLMADD or vice versa."

Anggie Brouse asked, "On the bargaining committee. How many from the CWA/AA side and how many from IBT? Who is assisting and do we have our own lawyers?" John Moritz said he agreed with Anggie.

Tammy, "There are five from AA and two from IBT. Marge Krueger, the CWA Director of Airline Passenger Service is also assisting, and she has been helping negotiate contracts since 1997. We do have legal counsel, but at the moment I can't remember the names, I'm sorry."

Anggie Brouse, "As far as FLMADD goes I wish we could go back a set number of hours per month rather than per week."

Tammy Scott, "I hope we can go back to where all overtime is voluntary. We're the only group constantly doing this and you all have been hit hard."

Tammy Scott, "You guys have worked very hard for a long time. You deserve a break."

John Moritz, "Especially the part-timers who may have other jobs. It really effects us the most."

Tammy said she was fighting for the part-time employees.

Motion for the meeting adjourn by: Corey McLamb, seconded by Raven Johnson.
Adjourned at 6:38 p.m.