

CWA Local 3642 Membership Meeting Minutes

June 17, 2021

(There was no May meeting due to call volume)

Call to Order: Tammy Scott at 9:04 a.m.

Pledge of Allegiance

E-board in attendance: Tammy Scott-President, Nan Daniels-Treasurer/Secretary, Kim Ellis-HBR Area Vice President, Deron Johnson-OBRA Area Vice President. Not in attendance-Karen Zajd-Executive Vice President (LOA).

Local 3642 members in attendance: Tammy Hux, Karen Hooper, Mary Smith, Linda Mainiero

Others: Vonda Hardy (CWA Staff Rep for the Airline Division)

9:04 a.m.-Nan read the minutes from the April 13, 2021, meeting. Tammy asked if there were any questions concerning the minutes. There were none.

Motion carried to accept minutes as read: Tammy Hux-first, Deron Johnson-second

9:13 a.m. – Nan went over the financial reports for both April and May.

Motion carried: Tammy Hux-first, Kim Ellis-second.

Tammy Scott gave a report on the election results for Executive Vice President and Treasurer/Secretary run-Offs:

Executive Vice President: Karen Zajd/Raven Johnson

-Karen-135 Raven-129 1-No vote

Treasurer/Secretary: Nan Daniels/Tammy Hux

-Nan-142 Tammy-122 1-No vote

These officers were announced and sworn in on April 20, 2021, at 7 p.m.

Tammy Scott announced our secretary/treasurer is out on a leave and should return shortly and our Executive Vice President is out until the end of August so she has asked both Raven Johnson and Tammy Hux to assist the Local during this time. She said we really could use the

additional help since the company is hiring. Tammy said Deron Johnson would be filling in for Karen Zajd during her leave.

Motion carried to move on to new business: Mary Smith-first, Tammy Hux-second

New Business—9:17 a.m.

The company is offering flexibility and incentives to receive the Covid-19 vaccine. You can use vacation time, VTO and shift adjustments to receive the vaccine.

If you have a reaction to the vaccine, you can use sick time with no proof of vaccination required. If you are out more than two days, you will need to sign up for FMLA or MLOA so that you are not given a point for the absence.

There is an incentive award for every 50 hours of VOT worked between May 10 and July 18, 2021 (recently extended until July 31, 2021). You must also have perfect attendance during that time as well. Perfect attendance requires that agents have no lost time, are not out sick, jury duty, MLOA, FMLA, bereavement, pandemic leave, etc. No exceptions will be made to this requirement.

Options for rewards for reaching these goals are:

- 1) Removal of a maximum of one point (most recent) and Level if applicable. This option cannot be applied towards a future attendance point.
- 2) Two vacation days to be used during 2022, prior to December 31, 2022.
- 3) \$500.00 cash.

The CWA-IBT has decided to hold off bargaining a new contract until the airline is in a more stable position in order to avoid any unnecessary concessions. Our goal is to start the process in early 2022.

Tammy Scott announced the North Carolina 2021 CWA/AA Management State Meeting will take place in Myrtle Beach, SC September 9 – 15, 2021. Tammy said attendees would be herself, Karen, Nan, Kim and Deron. She asked that the membership vote on possibly taking Tammy Hux and Raven Johnson.

Mary Smith said yes. Karen Hooper asked what the reasoning behind the choice was to take these members and not others. Tammy said they have both been helping out tremendously with the Local in many ways on their own time. (They both are also obviously highly respected by their peers as they narrowly were defeated in the officer elections.) Two members abstained

from voting. This will be announced on the Local's FB page and introduced to be voted upon at our next meeting on July 13, 2021.

Tammy Scott also asked that we vote on randomly choosing two shop stewards to attend future CWA meetings and conventions as a teaching tool. This also will be brought to vote during the July 13, 2021, meeting.

Tammy Scott also went over the guidelines for the two-hour VOT incentive to avoid mandatory overtime.

Report of Committees:

Legislative Committee: Kim Brugh and Karen Zajd participated in Lobby Days held by CWA National to support the Call Center Bill.

Education Committee: They will be starting a quarterly newsletter for Shop Stewards to improve communication and keep all up-to-date and informed.

Women's Committee: Collecting food at the Local for our foodbank. The foodbank is available for all members and our new-hires. It has already helped some families. If you have donations, please bring it by the Local or let us know and we'll pick it up at RDU Res.

Tammy said the foodbank has been very successful and is so thankful to the Women's Committee for developing it. She also said during this tough and stressful time to please keep our members and families in your thoughts and prayers.

Karen Hooper's name was randomly drawn as the winner of our first membership meeting attendance. She won \$25.00.

There were no winners of the Wear Red on Thursdays drawing because there have been no selfie submissions.

Motion to adjourn: Tammy Hux-first, Mary Smith-second

Adjourned at 9:25 a.m.

