

CWA 3642 Membership Meeting Minutes
March 8, 2022 6 p.m.

Call to order 6:05 P.M.

Pledge of Allegiance led by President Tammy Scott

E-board Members in attendance:

President-Tammy Scott

Executive Vice President-Deron Johnson

Secretary/Treasurer-Nanette Daniels

OBR Area Representative-Tammy Hux

HBR Area Representative-Raven Johnson

E- board not in attendance-HBR Area Vice President-Kim Ellis (MLOA)

Nan read the minutes from our previous meeting on January 25, 2022.

Motion Made to accept the minutes as read. The motion was carried by Tammy Hux, Mary Smith, Nancy McLemore

Motion Against: None

Nan read the financial reports for January and February 2022 and the details were displayed on the Zoom presentation. These can be viewed at Local 3642, by appointment. Please call 919-650-3773.

The motion to accept the financials was carried: Tammy Hux, Nancy McLemore and Maria Clarke

Motion Against: None

Report of Officers (Read by Tammy Scott): Kim Ellis our HBR Area Vice President is on a medical leave for an undetermined time. Let's please keep Kim in our thoughts and prayers. The E-board met a 2 p.m. today and approved Tammy Scott's appointment for Tammy Hux to become our second Area Vice President. (This position has been open since the Executive Vice President resigned and Deron Johnson was appointed to that position.) Raven will be filling in for Kim Ellis during her absence. The E-board also approved the appointment of Corey McLamb and Nancy McLemore as Area Representatives.

Tammy said our local has grown tremendously in number since last year due to hiring and transfers. The Area Representative positions were not filled during election due to uncertainty of our office staying open and the current environment in the industry possibly affecting the number of employees under Local 3642.

Tammy presented a motion to the membership to appoint Tammy Hux as Area VP.

Motion Carried: Maria Clarke, Mary Smith, John Moritz and Nancy McLemore

Motion Against: None

Tammy motioned before membership to appoint Corey McLamb as Area Rep for OBR.

Motion Carried: Nan Daniels, Tammy Hux, John Moritz and Deron Johnson

Motion Against: None

Tammy presented a motion to the membership for appointment of Nancy McLemore as HBR Area Rep.

Motion carried: Nan Daniels, Deron Johnson, Mary Smith and John Moritz

Motion Against: None

We will have a special membership meeting on April 12, 2022 at 10 a.m.. to get a second approval from the members to enable the above motions concerning Area VP, Area Reps OBR & HBR to assume their positions immediately.

Old Business: None

New Business:

Tammy said the current flexible Mando trial is the best we have reached an agreement on so far.

You can opt in or out weekly if you do not want to participate in that week or just do contractual Mando.

You can now move your hours to a day in which contractual Mando has been called. Previously this wasn't permissible.

We realize the Flexible Mando is exhausting and everyone is tired. Hopefully, with all the additional headcount, this will end after this shift bid. I cannot see this being needed in the future.

The National of CWA canceled the District 3 meeting in Mississippi that was set for April 2022 due to previous Covid concerns. We received a full refund of all the Local's money for airline tickets and hotel. This has already been redeposited into 3642's checking account.

Tammy said, I have continued to submit new proposals that would serve for the betterment of all. I have not received a response as of yet, but hopefully soon.

We do plan on starting the bargaining process this year and a survey from CWA National will be sent to your personal email at the end of the month. Please send me an updated email if yours has changed in any way or you haven't been receiving email from CWA. We'll verify that we have your correct email address.

The company is going to start sending the new hires home after four months if they meet performance goals. This should start happening by the end of March.

Report from Committee read by Tammy Scott:

Safety minutes and membership minutes are located on our website from our meeting in January 25 and February 8 2022 as are the Finance and By-Law minutes from March 1, 2022.

End of New Business

Tammy-The E-board approved John Moritz as our new Legislative Committee chairperson. Thank you for accepting, John. It takes all of us to be involved to have a great Local.

Please don't forget about donating to our Food Bank. These contributions go to members in need and their immediate family members.

We are planning on taking donations for the refugees of Ukraine soon. We are going to use the Red Cross and Change for Good Organizations. I hope to have more to share by Friday of this week.

Our Local has added Maria Clarke to the EAP Program. Maria and I will go to Miami on March 9, 2022 and return Thursday after our graduation. Kip Hamilton gave Maria and I confirmed space to attend the graduation. This will be a very valuable asset to our Local and will add to the resources we have to offer our members in need. We will work in conjunction with the United Way. This organization has resources to offer assistance with bills, rent, food, substance abuse and eldercare.

Maria Clarke shared her thoughts on the training for the EAP program. She said her training was very informative and she received lots of good information. Marie said that she was looking forward to learning what local resources we can draw from in our own community in order to help our members that need it. She said she believes this will prove to be very valuable to our Local and give much needed personal care to our membership.

Tammy plans on selecting others to receive this training and create even more help that will be required to make this a great resource for our Local. The training it is at no cost and involves four hours of training. It is one hour a week, over four weeks, via Zoom.

Next week a new training class begins. Raven Johnson and Nanette Daniels previously took this training in Maryland for one week at the Naval Academy. We have Maria Clark, Tammy Scott, Nanette Daniels and Raven Johnson trained and hopefully many more soon.

Nancy McLemore, the Finance and By-Laws' chairperson gave the Finance and By-Laws committee meeting report from March 1, 2022. After auditing our books, vouchers and bank statement last week, the committee found a few small errors and made useful suggestions to help in the future. The errors involved missing signatures on the vouchers, which represent our expenditures and deposits, and all were corrected. She was happy to report that we are under budget for the year (the union's fiscal year runs through October 31, 2022). Nancy and the Finance and By-Laws committee plan to audit every quarter in the future. The Mando situation has prevented that in the past few months.

Tammy asked if there was anything anyone would like to bring to the floor before the meeting is adjourned.

Several questions were presented by John Moritz & Jill Tellkamp concerning:

1. The Temporary HBR Status.
2. RSD in Winston Salem.
3. Air filtration System at RDU RES.
4. Wages at American versus others

Tammy spoke to these questions, stating that they were deals in the works on numbers 1, 2 and 4 that she could not comment on, but soon this information would be out for all to read. She said she hoped that this would answer and ease everybody's concerns.

Concerning the air filtration system, Tammy said when she spoke with RDU RES Administration Manager, Greg Innocent, during the January Health and Safety Committee meeting, he said AA looked into the cost and installation of this system and that they would not be buying one unless it became a government mandate.

Congratulation to Maria Clarke whose name was drawn out of a hat as the March Membership attendee winner and is \$25.00 richer.

The meeting was adjourned at 6:50 p.m.

Members in attendance:

Tommi Keene

Ken Grunwald

Jill Telkamp

Mary Smith

Maria Clarke

Nancy McLemore

John Moritz