

CWA Local 3642 Membership Minutes

April 13, 2021

Call to Order: Tammy Scott—10:05 a.m.

Pledge of Allegiance—10:05 a.m.

E-Board in Attendance—President-Tammy Scott

HBR Area Vice President-Kim Ellis

OBR Area Vice President-Deron Johnson

10:07 a.m. – Deron Johnson read the minutes from the membership meeting on March 09, 2021. Motion was made to accept the minutes and was seconded.

Motion carried: 3 for 0 against.

10:10 a.m.—Deron read over and discussed the financial report for the month of March 2021. Deron mentioned the additional \$4,111.00 of income that was not showing on the report under dues, Gene Redd explained we automatically receive \$15,000 from the CWA National each month. The additional amount received was what Local 3642 actually collected in dues from Reservation Representatives based out of RDU Res. The National reconciles our account and sends us the overage at the end of each month. We thanked Gene for explaining the process. The motion was made to accept the financial report and it was seconded.

Motion carried: 3 for 0 against.

Report of Officers run-off: The election results of the run-off for Executive Vice President and Treasurer/Secretary will be announced on April 20, 2021 at 7 p.m. in a Zoom meeting.

Tammy asked if there was any old business that needed to be addressed and there was none.

10:15 a.m.—Tammy reported on new business. Covid-19 waiver for vaccination from AA. She explained that when getting vaccinated, if necessary, AA would grant VTO or a shift adjustment. Sick time could be use for reaction to the vaccine for up to two days. After two days MLOA or LOA forms would need to be filled out and approved and no points would be accrued. Terri Masak asked, “How do we report these absences?” Tammy said to take the sick day and then email your CCM or Workforce and tell them the reason for the absence was a reaction to the vaccine.

Tammy reported AA was offering incentive awards for every 30 hours worked between April 10 and May 31. You will earn one of the following incentive awards options:

- Change of day off pattern for a week.

- Change of scheduled shift hours for one week.
- Day of VTO.

One week notice is required for all awards. For last minute VTO requests there will be an exception policy put into place at a date to be determined. Overtime hours will be calculated at the close of each pay period and when you reach 30 hours you will receive an AA email with a link to select one of the incentive award options.

Awards will not be eligible on contractually agreed upon holidays. The VTO hours will be available once processed and there can be up to a three week delay due to pay period timing. The company will do everything possible to honor all requests, however there may be times, due to operational needs, it will result in awarding it in seniority order. End of new business.

10:18 a.m.—Tammy Hux motioned and Kim Ellis seconded for the Good and Welfare drawings of \$25.00 gift card for members for “Wear Red Thursdays.” Tammy Scott explained HBR reps could email their selfies. Dates for this are TBD.

Also mentioned was a drawing for a \$25.00 card for attendees of future membership meetings. The motion to approve was given and seconded.

Motion carried: 3 for 0 against.

10:21 a.m.—Report of committees (read by Tammy Scott): Peter Sprague and Kim Brugh of the Workplace and Safety Committee would be publishing a quarterly newsletter for shop stewards. They also went to a Covid Workplace Safety meeting and reported on it. They said the Federal and State governments mandate that an employer have a written plan, cleaning practices and contact tracing in responding to employee concerns. They were given a three-page document on how to report Covid concerns in the workplace. Tammy Scott said this would eventually be posted on 3642’s Facebook page and the Local website.

Kim Ellis had some difficulties signing on and came in to the meeting a little late. She asked about the previously mentioned measures for receiving the Covid-19 vaccination and consequential absences, which Tammy Scott went over for her.

10:24—Terri Masak asked, “What department will the AA Res new-hires be trained in?” Tammy said they will probably be trained in Domestic AAdvantage (this was later determined to be the case). She said that when she was a new-hire instructor this is what they did the last time AA hired.

10:27--Motion for adjournment—Tammy Hux, with Terri Masak seconding.

Motion carried: 3 for 0 against.

Attendees: Tammy Scott—President
Gene Redd: Temporary Administrator
Kim Ellis: HBR Area Vice President
Deron Johnson: OBR Area Vice President
Tammy Hux: RDU Res
Terri Masak: RDU Res