

## **CWA Local 3642 Membership Meeting**

**October 11, 2022-10 a.m.**

Call to Order time: 10:00 a.m.

Pledge of Allegiance Lead by Tammy Scott

E-board in attendance: Tammy Scott (President), Deron Johnson (Executive Vice President), Nanette Daniels (Secretary/Treasurer), Tammy Hux (OBR Area Vice President), Raven Johnson (HBR Area Vice President) and Nancy McLemore (HBR Area Representative).

E-Board not in attendance names: Corey McLamb (OBR Area Vice President-on a TDY Training New Hires in Miami).

Nan read the minutes from the Membership Meeting on August 9, 2022.

A motion was made to accept the minutes as read with a second.

All in favor: Deron Johnson, Sharon Jaeger, Tammy Hux

All against: 0

Abstain: 0

Nan went over and discussed the financial report for the months of August and September 2022. (These can be viewed at the Local by appointment.)

Motion to accept the financial report as read with a second.

Motion carried.

All in Favor: Sharen Jaeger and Tammy Hux

All against: 0

Abstained: 0

New Business:

On August 27, 2022, we had our Membership Appreciation Day, and we had a great turnout. Everyone had a good time. We appreciate everyone who donated their time to make this a successful event.

On October 4, 2022, we began negotiations with the company for a new Collective Bargaining Agreement. During the bargaining it was brought to our attention that the company didn't want to extend the temporary HBR program. The union informed management that we had every intention of extending it. It appeared they had concerns regarding the technical issues they were having with VMware. We asked, "How could they continue to hire agents as HBRs if VMware might prevent them from working from home?" This issue was addressed and the HBR temp program was extended.

Please see the update that was emailed by CWA National and posted on our Facebook Page. Our CWA-IBT Bargaining Committee met with American Airlines management on October 4-6 in Dallas in our first round of bargaining for a new contract. In this first round, our union presented proposals concerning:

- Article 1, Purpose
- Article 3, Recognition & Scope
- Article 5, Hours of Service
- Article 6, Customer Service Overtime
- Article 7, Reservations Overtime
- Article 10, Temporary Employees
- Article 17, Leaves of Absence
- Article 22, Probation
- Article 23, Uniforms
- Article 25, Grievances
- Article 26, System Board
- Article 30, Safety

The company responded to Articles 1, 10, 17 and 30. However, no agreements were reached.

We also had a promotion the same day where we asked members to wear their red and take selfies to show support for our Bargaining Team. There was great participation. You can view all the photos on either our Facebook page or website.

A special shoutout to two of our shop stewards, Laurian Nobrega and Kathy Jolley for contacting members, explaining how to show support, and taking so many great photos of members. Thank you both! It was such a wonderful success.

We will resume bargaining on October 31st. Your E-board thought we could help support the bargaining team with a Halloween Costume Contest to be held that day. The best costume will win one of our own Local's logo t-shirts. Those working from home can send in selfies and those from the office can also. We will have someone visiting the office during the day to take pictures. Let's show support and have some fun!

We'll draw names at the end of the day from all those that participate and give out as many shirts as possible. More information will be shared a little later.

Tammy Scott said, "Thank you again. I truly appreciate all the support our membership gave during the kickoff." Remember every Thursday to wear red to show your support! I would like to put a motion on the floor concerning an issue which was already passed by our finance committee.

Motion: I'd like to ask the membership this morning to approve the cost of Officer

Leadership School for myself and Deron. Officer Leadership School would train us in an even more in-depth manner to better serve our membership and Local. It lasts a week and would take place November 13-18, 2022.

Motion carried:

All in Favor: Patrice Vanspringel, Sharon Jaeger and Kimberly Parker.

All Against: 0

Abstained: 0

End of New Business

Report of Committees: This morning the e-board took a vote to change some of our committee chairs. We needed to have people in place who were able to participate and stay active.

The e-board voted in Alan Creason as chairperson for the safety committee, also adding Jose Claustro and Bernard Griffin. All three of these members are office-based reps, which is what is needed to monitor and address safety concerns.

We also voted in Joan Newsome-White as the Chair of our Political Committee and Sebrenda Clifton as co-chair.

Nancy McLemore, Ed Schafer, Michelle Collette and Samantha Quarless-Ruiz performed a quarterly audit of our vouchers and books. They prepared the Local's budget for the upcoming six months.

Nancy McLemore, our HBR Area Rep and Chairperson of the Finance and By-Laws Committee, presented the Local's finances for the fiscal year of October 1, 2021-September 30, 2022. She also outlined this coming fiscal year's budget and a slight change made to the By-Laws concerning the Elections processes. Nancy stated that we made an amendment to the By-laws by adding electronic voting as one means of conducting an election. This enables the union to use USPS or electronic secure/third party voting sources (such as Ballot Pointe) for the elections of officers.

Nancy said, after conducting the audit, that the vouchers and bank statements were in order, other than a few unsigned vouchers (this was corrected) and all monies and balances reconciled.

Nancy proceeded with the new fiscal budget, stating that we might be looking at less income this year, so she and her committee decided to formulate a six-month budget, rather than 12. Hopefully by the end of six months with all the hiring and new hires passing probation and other departments being realigned, the income would grow. Nancy went over the new fiscal budget.

A motion was made to pass the budget:

All in favor Sharen Jaeger, Kimberly Parker and Patrice Vanspringel

Health and Welfare:

Please keep our members and their families in your thoughts and prayers.

Wear Red: No participates.

Membership drawing:

Ami Jackson won \$25.00

Tammy Scott: "Is there anything anyone would like to bring to the floor before meeting is adjourned?"

Sharen Jaeger: "I'd like to thank the Local for a great membership appreciation on August 27,2022. It was fun seeing faces and catching up with co-workers. She suggested that maybe a name tag for all members (E-board and shop steward volunteers did wear name tags) for the next appreciation day.

Cheyenne Smith asked how long might contract negotiations last? Tammy said that she was aware of each members' concerns and all the articles were being addressed in the bargaining. She said that each member's concerns, whether full or part-time are being addressed. She said, "Everything is being negotiated and to please hang in there. I'm in it to win it no matter how long it takes."

Tammy added, "We are bargaining not only for more pay, but for better quality of work life, better 401K, sick-time and LOA. Everything is being addressed. We submitted 12 articles at the first bargaining session. That the company was in awe of the depth of our proposals."

Kimberly Parker and Patrice Vanspringel thanked the Local for all their hard work and they too are supporting the process and are very happy with the way union is progressing.

Motion to adjourn the meeting:

For: Tammy Hux, Nanette Daniels and Raven Johnson.

Adjourned: 10:55 a.m.