



# CWA Local 3640

December 15, 2016

Dear Brothers and Sisters,

It is hard to believe yet another year is coming to a close. We have all worked very hard implementing our new contract. I have enjoyed speaking with agents in the break rooms at each location.

This year one of our goals was training new Stewards both in RDU and INT. I am proud to say we did a great job! We have a complete list of Stewards here on our website under "[CWA Stewards](#)". Please remember it is important to have a Steward with you in the event the Company is issuing discipline or for any investigatory interview. Always ask for a Steward! We will have additional Steward Classes in 2017. If you are interested in being a Steward and have not already submitted your interest let the local know.

Many of you have asked me about an "Early Out" package and will the Company be offering this to our Reservations work group. At this time I cannot say if or when this may be offered. I know many of you are interested and the Union has let the Company know Reservations wants this. I promise we will keep asking. It seems for now VTO is taking care of things for the Company.

Another area I am getting many questions on is when will the new Attendance and Performance Policy be in place. The Company has not given us a confirmed date. So, for now LUS policy still applies to LUS agents and LAA policy still applies LAA agents. Once the Company announces the date we will get the word out. I know it is frustrating we are one Company with different policies. Hopefully this will change when Verint is in place.

I would like to wish each of you and your families Happy Holidays and a Happy New Year!

In Unity,

Vickey Hoots  
President CWA Local 3640