

December 19, 2019

Dear Brothers and Sisters,

I hope each of you and your families are doing well. It's hard to believe the Holidays are here. Time truly passes quickly. This year has been a very challenging year for many of us. My prayer is for a great 2020! I am looking forward to preparing for Bargaining with the Company. I have not been given any specific dates for starting as of today, but I am sure we will be hearing from CWA National very soon. The Bargaining team was elected at the CWA National Convention held in LAS in July. The Team will be sent for training prior to meeting with the Company. Stay tuned for details.

Thank you for those of you who were able to join us in the Heritage Room on December 11, 2019 for our Holiday Celebration for our Members. The food from Honey Baked Ham was delicious and we enjoyed speaking with our Members and sharing some Holiday Cheer.

Our next Membership Meeting is January 14, 2020 at 6:00pm here at the Local. Hope to see you there. Our schedule for upcoming meetings will be posted here on the website for 2020.

Many of you have reached out to the Local for help with FMLA or MLOA issues and problems. Marge Krueger the Director of the Airline Division from CWA National met with Labor and ARC on Monday, December 16, 2019. In this meeting she was able to bring out the many issues and hopefully we will get some resolution soon. Jennifer Holland from ARC did share that sometime during the 1<sup>st</sup> quarter of 2020 ARC will be moving to a more streamlined process along with some hiring in ARC to help with the case load. The Union will be advised once the changes are finalized. In the meantime, I ask each of you to follow through with any documents you submit to ARC. Please keep a check in Jetnet under Leaves and Returns. If you have an issue go to Dawn Parsons or contact the Local. Do not let weeks go by before checking. Stay on top so we can hold them accountable. Also, if you are being placed in a Level for attendance while waiting for approval for FML or MLOA let the Company know and be sure to take a Steward with you to the meeting. Our Stewards will file a grievance with a note "pending FMLA or MLOA approval" in order to protect our timelines.

I would like to thank all our Members for the jobs you do day in and day out! Happy Holidays to each of you and your families. Here is hoping for a Happy and Healthy New Year for 2020!!

In Unity,

Vickey Hoots

President CWA Local 3640