



CWA Local 3640

CWA Local 3640 membership meeting (RDU)

April 19, 2016

Call to Order: 6:03pm.

Pledge of Allegiance

Chairperson: President Vickey Hoots

E-Board in attendance: Lori Manuel, Darla Meyer, Ken Grunwald, Rebecca Benton, Deborth Haziz, Tammy Scott and Elsa Seraballs.

President Vickey Hoots opened meeting with welcoming everyone for attending the first official membership meeting for the RDU agents. She explained the normal process of how we conduct our meetings, including the formal agenda. Since this is the first meeting there will not be reading and action of previous meeting, or a financial report from our Secretary/Treasurer.

Reading and action of last meeting: None

Financial Report: None

Report of Officers: Vickey discussed the District 3 meeting that was held in Daytona Beach March 20th – March 23rd. North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Tennessee, Kentucky and San Juan Puerto Rico are all part of District 3.

Vickey discussed the management meeting held today with the Executive board and local RDU management team. During the meeting we made sure that all CCM's are asking the agents if they would like a steward when it comes to discipline. Vickey stressed the importance of having a steward present when discipline is being issued.

Vickey gave all members present in the meeting our Local website information. Jill Telcamp asked did we have someone to maintain the website. Vickey advised that yes we do.

Vickey gave everyone her email address.

Vickey turned the floor over to Secretary/Treasurer Darla Meyer to discuss dues and membership information. Darla advised everyone attending that our Local has received several calls and emails regarding dues. The company (American Airlines) has received the cards we have on file but is processing them at their own pace. We do not have any control over when the dues starts to come out of agents paychecks. Our Local is also in the process of contacting the agents who have never signed a membership card to start dues deductions. Per Article 33 of our contract we are a closed shop and everyone must pay dues. Anyone refusing to pay dues can be terminated from American Airlines. Questions were raised about membership cards. Darla advised everyone attending that membership cards have been requested from CWA National and as soon as I receive the cards I will be completing them for every member.

Report of Committees: Vickey advised everyone attending that we do have committees within our Local and that they are on a voluntary basis.

She talked about the importance of the Health and Safety committee and asked the members to try to get involved.

Old Business: None

New Business: Since this is our first meeting Vickey opened the floor up for questions, comments and concerns.

Questions were asked about seniority integration between LAA and LUS, and same seniority dates (age or last 4 of SSN). Vickey advised the seniority committee was still working on combined seniority and she is in the process of getting definite answers to questions about last 4 of SSN (LUS) and age (LAA).

Question asked about what to do about new hires becoming members. Darla advised to contact her giving email and personal cell number.

Vickey talked about the implementation of the new contract.

A question was raised about agents on 3rd shift being adjusted for only 30 minutes to attend a business meeting with their CCM and being advised that was because of the contract. Vickey advised that was incorrect and she would take care of that immediately.

Numerous questions asked about our medical insurance. Vickey advised that the Secretary-Treasurer of the Teamsters Union was in the process of working on a proposal to present to the bargaining team.

Once the bargaining team accepts the proposal the Union will present it to the company by June 1, 2016. When discussion followed about options and what will happen if the insurance is not accepted by the company, Vickey read Article 27 letter B in the contract.

Question was asked about profit sharing. Vickey advised since this was not in our contract the company can and will decide how it is distributed.

Health and Welfare: Vickey has asked the company to provide the Local with the information in the event of a death or serious health issue of the any of our members.

Vickey explained to the members attending the meeting that in Winston this is the part of our meeting that we would have a drawing for wearing red on Thursday's. This will be hard to do for RDU because of all the home based agents.

Motion was made by Shawn Williams to draw a name from members attending the membership meeting to win \$25.00. Cathy Charters seconded the motion.

Motion carried: 35 for 0 against.

Motion was made by Michelle Collerette to adjourn the meeting with a second by Ken Grunwald.

Motion carried, meeting adjourned at 8:04pm.