

CWA Local 3641  
EXECUTIVE BOARD MEETING  
Wednesday, December 17, 2008

PRESIDENT CALL TO ORDER

Janice Garris called the meeting to order at 7:30am. The meeting was held in the Conference Room at the Union Local.

SECRETARY CALL OF OFFICERS

Shelley Oberholser called the roll. In attendance were:

Janice Garris,	President
Brad Lockridge,	Executive Vice President
Shelley Oberholser,	Secretary/Treasurer
Tom Paskutis,	Vice President
Paul Zoll,	Vice President
Cris Dineen,	Area Representative
Dick Lee,	Area Representative
Deanna Messer,	Area Representative
John Pascucci,	Area Representative
Dan Skerl,	Area Representative

UNFINISHED BUSINESS

Minutes: The minutes of the last meeting were distributed to the members of the Board via email. Dan made the motion to approve the minutes and Tom seconded the motion. The minutes were approved by a unanimous vote, so Shelley will post them on the website.

Station visits: All Board Members are encouraged to visit their stations.

OLD BUSINESS

Issues currently under discussion:

- VTO procedures:
- Attendance Control Policy: The ACP has been implemented and is currently in effect.
- Employee morale
- Shift Managers
- ESONs: The Board discussed management's use of ESONs. ESONs address safety violations only, and are not to be used as disciplinary tools.
- Part-time scheduling (30-minute break): The Company has the right to assign breaks as they choose for part-time agents.
- Latex gloves: The gloves have been delivered and are currently at all gates in Charlotte. Dan suggested that a line be added to fli-fo indicating which inbound flights have been de-iced. He will contact Leonard Krepps regarding this change.
- Cold weather attire for agents working curbside check-in: The coats are now being stored in the check-out room so that they are accessible to the early-morning agents.

NEW BUSINESS

Welcome to the New Board Members: The new board members were welcomed and given a general overview of policies and procedures.

Distribution of Stations: As a result of the change of officers of the Board, the stations have been redistributed as follows:

ATL	Dan Skerl
BHM	John Pascucci
BNA	John Pascucci
CHS	Tom Paskutis
CLT	All officers
GSO	Dick Lee
ILM	Deanna Messer
MEM	Cris Dineen
MSY	Paul Zoll
MYR	Cris Dineen
RDU	Deanna Messer
SAV	Dan Skerl
SDF	Dick Lee

Website:

- Shelley took photos of the newest Board members for the site
- Tom suggested that any Board member who wishes to may submit his/her own photo for the site. He also proposed that a short biography of each member be added. The Board unanimously approved his ideas.

Business Cards: Shelley will order new business cards for those who request them.

Release requests: Rich Ashlin has clarified the release request policy. The Board discussed the changes.

Confidentiality of Executive Board business: Local Officers are reminded that Union business is confidential, and must not be discussed with anyone except fellow officers.

WorkBrain: Management is sending change-of-shift notification via WorkBrain without making the system more accessible to their agents.

Parameters for filing a grievance: Issues not covered in the CWA contract are not grievable.

Piedmont Organizing: Efforts to organize Piedmont have resumed.

CSS/Management meeting: Janice discussed the November 20<sup>th</sup> meeting.

TSA: TSA can and will fine *individual agents* for security violations. Dick will post a notice explaining their policy on each CWA bulletin board at the airport, and Shelley will post the article on our website.

Contract Study: Dan proposed that the Board set aside 30 minutes during each Executive Board meeting to study and discuss the contract, 5 pages at a time. The suggestion was unanimously approved and the program will begin at the next meeting.

Grievances: Janice presented the open grievances.

Executive Board Meeting: The date for the next Executive Board meeting will be Wednesday, January 21<sup>st</sup>.

TREASURER'S REPORT

Shelley submitted the financial report for November.

ADJOURNMENT

Deanna made the motion to adjourn; Dan seconded the motion. As the motion was unanimously passed, the meeting was adjourned at 1:45pm

Respectfully Submitted,  
Shelley Oberholser, Secretary/Treasurer