

CWA Local 3641  
**EXECUTIVE BOARD MEETING**  
Wednesday, November 19, 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
Pam Richey,	Executive Vice President
Shelley Oberholser,	Secretary/Treasurer
Brad Lockridge,	Vice President
Dave Saviano,	Vice President
Basil Bryant, Jr,	Area Representative
Dick Lee,	Area Representative
Deanna Messer,	Area Representative
Tom Paskutis,	Area Representative
Dan Skerl,	Area Representative

UNFINISHED BUSINESS

Minutes: The minutes of the last meeting were unanimously approved by the members of the Board, so Shelley will post them on our website.

Station visits:

- Dick reported on his October 31<sup>st</sup> visit to GSO

OLD BUSINESS

Issues currently under discussion:

- Overtime procedures
- Staffing problems, particularly at the gates in CLT
- Procedures for the awarding of voluntary time off (VTO)
- Attendance Control Policy
- Cold weather attire for those agents working curbside check-in
- Employee morale
- Shift Managers as a group and individually

NEW BUSINESS

ESONs: ESONs (Employee Safety Observation Notice) are supposed to be used as coaching tools in the event of safety violations, but are being used to document performance issues.

Latex Gloves: Rich Ashlin advises that latex gloves are on order and will be distributed to the gates as soon as they are delivered.

Cold Weather Attire: Per Rich Ashlin, gate agents, CARs and those working curbside check-in may wear black or navy blue scarves and black or navy blue gloves. In addition, the agents on the curb may also wear black Star Alliance ball caps.

Part-time Scheduling: Some part-time shifts include a 30 minute unpaid lunch while others do not. Janice has contacted the Wage and Hour division of the Labor Department to determine the legality of this practice and is awaiting a response. CWA's lawyer is also looking in to the matter.

Grievances: Janice presented the open grievances.

Executive Board Meeting: The date for the next Executive Board meeting will be Wednesday, December 17.

#### TREASURER'S REPORT

Shelley submitted the financial report for September.

#### ADJOURNMENT

Junior made the motion to adjourn the meeting, Dave seconded the motion and it was passed by a unanimous voice vote. The meeting was adjourned at 2:30 pm.

Respectfully Submitted,

Shelley Oberholser  
Secretary/Treasurer