

CWA LOCAL 3645

Date: October 26, 2022 **TO:** CWA Local 3645 Members
From: CWA Local 3645 **Subject:** System Board Hearings

On October 26, 2022, CWA Local 3645 held the System Board of Appeal in CLT. An agent from CLT was appealing a termination for violating the Company's sexual harassment zero tolerance policy. The Company argued that the agent participated in inappropriate touching and language at the workplace. The Company provided video and numerous statements from agents attesting the agent's inappropriate behavior. The agent admitted to touching their coworker on the butt and kissing them on the forehead. But the agent argued that these were normal interactions with their coworkers and that they did not know that they were doing something wrong. The agent argued that it's common practice in their work area and thought everyone was fine. After reviewing all the facts, the Board ruled the termination was for just cause.

In Solidarity,

Donielle Prophete – President

Darryle Williams PhD - Executive Vice President

Douglas Christian - Vice President

Shaquelle Baker - Secretary /Treasurer CWA Local 3645