

CWA LOCAL 3645

Date: December 16, 2022
From: CWA Local 3645

TO: CWA Local 3645 Members
Subject: System Board Hearings

On December 14, 2022, CWA Local 3645 held the System Board of Adjustment in CLT.

An agent from CAE was appealing a termination for dependability. The Company argued that the agent turned in a doctor's note that did not follow the company guidelines, so they started giving her points. The Union argued that the agent submitted multiple doctors notes but the original doctors note had her returning back to work with restrictions and a follow up. The company made the decision that they could not grant the restrictions and the agent would have to apply for accommodation. At that time the Company should have put the agent out on medical because the agent turned in a legitimate doctor note pending results of an accommodation request, instead of let the agent incur points while the accommodation request was being considered. After reviewing all the facts, the Board ruled to return the agent back to work and remove all points given for the doctor's note.

An agent from CLT was appealing a termination due to travel sale solicitation and coming to the airport on their day off for no known Company business. The Company argued the agent was soliciting other agents to get them to add people on to their travel for \$1500. In addition, the agent was supposedly asking new hires for their log in info to access their above and beyond on his day off. The Company also stated the agent used their SIDA badge to access the terminal on a day off and that's a Company violation. The Union argued that the agent was at work on their day off to go to TMS to resolve issues with not being paid. The agent testified that they went to multiple gates looking for various managers so that they could verify their hours worked because that's what an TMS agent told them to do. The Union also argued the company did not have any proof of said charge and never took a statement from the agent during the investigation in addition to not having any video footage of the agent talking to any agents. The Union rep argued that they Company's presentation was merely speculation and hearsay because of the lack of proof. After reviewing all the facts, the Board returned the agent back to work with back pay. The agent also will be required to review the travel policy and any travel related learning hubs that will be documented.

An agent from CLT was appealing a termination for dependability. The Company argued that the company has a no-fault dependability policy and the agent had exceeded the threshold with already having 25 points prior to the terminating event which consisted of 12 points due to a NCNS. The Union argued that the agent forgot about a shift they had picked up which resulted in them exceeding the point threshold and that the agent was asking for consideration because they were a hard worker. After reviewing all the facts, the Board ruled the termination was for just cause.

An agent from CLT was appealing a termination due to violations of the zero-tolerance policy, safety violations and violation of the company's social media policy. The Company argued that the agent had a verbal altercation with another agent resulting in a physical assault. In addition, the agent was charged with not wearing a seat belt, following the rules for the diamond of safety, stopping a belt loader preventing agents from doing their job by lowering the belt loader so that the agent in the bin had no exit route. The Company showed a video chronicling these activities as well as providing multiple statements form the victim, witness and statements from managers. The company also showed a Tick Toc Video in which the agent who was in uniform with the Piedmont

logo visible making derogatory racial slurs. When questioned the agent confirmed that all that the company said happened except, they were not the aggressor in the altercation. The agent read a statement in which they claimed the Company made mistakes in the discipline process and that they were denied a steward. The Company said the agent initially never asked for a steward and it was their responsibility to ask for a steward. The Company also added that the discipline was progressive because the agent was already on levels. 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