

CWA LOCAL 3645

Date: August 3, 2022 **TO:** CWA Local 3645 Members
From: CWA Local 3645 **Subject:** System Board Hearings

On August 3, 2022, CWA Local 3645 held System Board of Appeal in CLT.

An agent from CLT was appealing a termination. The company argued that the agent was given multiple chances to correct the dependability issue through repeat levels including a repeat level 3 that would have resulted in a termination prior to the termination that lead to the agent's separation from the company. The shop steward argued for one of the incidents where the agent received points there was a miscommunication because the agent had asked for permission to leave early and the permission was granted. The agent was thought it was a VTO but the DM on duty denied they granted a VTO. VTO's are based on seniority and not situations. The Company said the agent was given the guidelines for leaving sick. After reviewing all the facts, the Board ruled the points were given for just cause and the termination was upheld.

An agent from CLT was appealing a travel suspension for 12 months due to a travel violation. The Company argued that American had issued the travel suspension. The Company did not present any documents from American who conducted the investigation that led to the travel suspension nor did they present any documents that were given to the agent when the travel suspension was issued. The Union representative argued that there was never an investigation done. The agent was not interviewed or ever questioned by American or Piedmont. The agent had not been asked to give a statement at any time by American or Piedmont. After reviewing all the facts, the Board deadlocked. This case will be forwarded to the CWA staff rep to review for arbitration.

An agent from CLT was appealing a 12-month travel suspension due to traveling while on medical. The Company did not present any documents from the investigation that led to the travel suspension. The Company did not present a PNR, flight # or seats that were assigned nor the dates of travel, doctors notes or anything that proved the agent traveled while on medical. The Union representative argued that there was never an investigation done. The agent was not interviewed or ever questioned by American or Piedmont. The

agent had not been asked to give a statement at any time by American or Piedmont. After reviewing all the facts, the Board deadlocked. This case will be forwarded to the CWA staff rep to review for arbitration.

An agent from CLT was appealing a 12-month travel suspension due a travel while on medical. The Company did not present any documents from the investigation that led to the travel suspension. The Company said that because American Airlines is presenting the suspensions they don't have to present anything to the Board. The Union representative argued that there was never an investigation done. The agent was not interviewed or ever questioned by American or Piedmont. If the agent was every given the opportunity to be questioned and write a statement, they would have found that the employee asked an agent in the TMS (Team Member Services) department if they could travel while on medical and was told yes. The Union rep presented an email from the TMS Department Head that also said an agent can travel while on medical. Unfortunately, that answer was not in line with the AA travel guide policy. After reviewing all the facts, the Board ruled to reinstate the travel privileges.

In Solidarity,

Donielle Prophete – President

Darryle Williams PhD - Executive Vice President

Douglas Christian - Vice President

Shaquelle Baker - Secretary /Treasurer CWA Local 3645