

CWA LOCAL 3645

Date: January 18, 2023
From: CWA Local 3645

To: CWA Local 3645 members
Subject: System Board Hearings

On January 18, 2023 CWA Local 3645 held the System Board of Adjustment in CLT.

An agent from CLT was appealing a termination for dependability. The Company argued that they agent had exceeded the 30 points that are allotted in the Piedmont Ground Handling's no-fault dependability policy. The Union rep argued that the agent did accrue the points and was taking full responsibility for the points. The agent was having car trouble and wanted to plead for a second chance. After reviewing all the facts, the Board ruled to uphold the termination.

An agent from CLT was appealing a termination for dependability. The Company argued that they agent had exceeded the 30 points that are allotted in the Piedmont Ground Handling's no-fault dependability policy. The Union rep argued that the agent was not given progressive discipline and they also turned in a doctor's note that the Company denied without giving them instructions on why the note was not accepted. After reviewing all the facts, the Board ruled to overturn the termination.

An agent from CLT was appealing dependability points received for badge renewal. The Company argued that the agent lost their badge and so they made the agent call out until they could get another badge. The Union rep argued that the agent was not sick and should not have been forced to call out sick. The agent showed proof of a police report that showed the agent's car was stolen and the badge was inside. The Company offered to remove the agents points and give them a performance corrective for losing her badge which aligned with the current lost badge policy. After review of the facts, the Board ruled to remove the 3 points and allow the agent to use the current performance policy.

An agent from CLT was appealing a Level 2 for failure to wear a seatbelt. The Company said the agent was caught without their seatbelt on as they were approaching the diamond of safety. The Company said that they agent had been warned and notified multiple times about seatbelt safety. The Union rep argued that the rules for seatbelt compliance had been updated and the agent was not made aware. After reviewing all the facts, the Board ruled to uphold the level 2.

In Unity,

Donielle Prophete – President
Darryle Williams – Executive Vice President
Douglas Christian – Vice President
Shaquella Baker – Secretary/Treasurer