

CWA LOCAL 3645

Date: Dec 5, 2022 **TO:** CWA Local 3645 Members
From: CWA Local 3645 **Subject:** System Board Hearings

On November 30, 2022, CWA Local 3645 held the System Board of Appeal in CLT.

An agent from AGS was appealing a termination for violating the company's policy for having an electronic device on the tarmac. The agent admitted to using their phone but said it was because they were checking to see if the flight was on the ground. The agent was on a double level three with multiple coaching's given about using their phone on the tarmac. The Company provided an extensive disciplinary report which showed that the company gave the agent multiple chances to correct the behavior including repeat levels. After reviewing all the facts, the Board ruled the termination was for just cause.

An agent from CLT was appealing a termination for a failure to return from a medical leave of absence. The Company provided several handouts that detailed the agent's dependability including medical documentation submissions and approvals. The Union provided several doctors notes including a doctor's note that would have covered the agent at the time that the termination was given. The union argued the Company changed the medical leave policy in April while the agent was out and that at no time did the company tell the agent because their medical leave documents were not accepted that they would be required to return to work. Nor was the employee given return to work instructions which would have included 1. Date and time to return back to work. 2 Rebadging instructions. 3. Training dates and times. After reviewing all the facts, the Board ruled to overturn the termination and the employee be made whole in every way.

An agent from CLT was appealing a level 3 for insubordination. The Company stated the employee was asked to coordinate by their manager. The manager testified that the employee told him that they did not coordinate. The Company argued that this was the employee's repeat offense for the same infraction. The employee testified that they didn't have a vest and that's why they stated they could not coordinate. The Company provided statements from other employees who testified that the employee did refuse to do the assigned task. The employee stated they had witness statements also but lost them. After

reviewing all the facts presented, the Board ruled to uphold the level 3.

In Solidarity,

Donielle Prophete – President

Darryle Williams PhD - Executive Vice President

Douglas Christian - Vice President

Shaquelle Baker - Secretary /Treasurer