

CWA LOCAL 3645

Date: March 16, 2022

TO: CWA Local 3645 Members

From: CWA Local 3645

Subject: System Board Hearings

On March 16, 2022, CWA Local 3645 held the System Board of Adjustment in CLT.

An agent from CLT was appealing the dependability points received due to CLT having inclement weather. The Company argued that the company has a no-fault dependability policy and the points were given per their policy. The Union rep argued that this agent was not afforded the chance to get a Company issued hotel because they never received notification from MGT. The MGT did not produce evidence of any hotel notifications gone out to the agents. The agent was fully prepared to report to work but the conditions of the agent's driveway and roads were hazardous due to layers of ice. The agent presented pictures of those conditions. After reviewing all the facts, the Board ruled to remove the points because the Company had no knowledge or proof of agent being notified of hotel options.

An agent from CLT was appealing dependability points received due to CLT having inclement weather. The Company argued that the company has a no-fault dependability policy and the points were given as per their policy. The Company also argued that all agents were given the option of a hotel and presented the email that was sent to all agents with the instructions on how to secure a hotel. The agent did not secure a hotel. The Union rep argued that the agent did not miss work intentionally. The agent was fully prepared to report to work but the conditions of the agent's driveway and roads were hazardous due to layers of ice. The agent presented pictures of those conditions. After reviewing all the facts, the Board ruled to uphold the points because the agent had an opportunity to get a hotel and chose not to.

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still was not offered a room. After reviewing all the facts, the board deadlocked. The case will be sent to the CWA district 3 representative for review for arbitration.

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In Unity,

Donielle – President

Darryle Williams – Executive Vice President

Douglas Christian – Vice President

Shaquelle Baker – Secretary/Treasurer