

## CWA LOCAL 3645

Date: April 13, 2022  
From: CWA Local 3645

To: CWA Local 3645 Members  
Subject: System Board Summary

### **On April 13, 2022, CWA Local 3645 held the System Board of Adjustment in CLT.**

An agent from CLT was appealing their termination due to violating a 90-day probationary period. The agent won their job back from the System Board of Adjustment in August 2021. The Board ruled that the agent would have a 90-day probation and the last day of the employee's probation would be 11-21-21. Due to badging issues, the Company said the agent couldn't return to work in a timely manner, so the Company changed the date on the employee's 90-day probation and gave them a new December 30<sup>th</sup> end date. The employee had a tardy on December 8<sup>th</sup> and although the employee only had 9 points, the Company terminated them for dependability and a violation of a last chance agreement. The Union rep argued that the agent's return to work date was changed by the Company and not by the System Board members who originally awarded the agent's job back nor did the agent have a last chance agreement. The Union argued that the decisions made during the System Board are legally binding and the Company had no right to change the agents return to work date on their own. After reviewing all the facts, the Board ruled the Company had no cause to terminate the agent. Agent will be returned back to work with 17 weeks of backpay.

An agent from CLT was appealing a termination for a failed drug screening. The Company argued that any failed drug test will result in termination. The Union rep argued that the agent, who is 61 years old, was on pain killers and took them regularly for pain to work on the ramp. This caused the false positive results. After reviewing all the facts, the Board deadlocked. This case will be sent to the CWA district 3 staff representative for arbitration review.

An agent from CLT was appealing their termination based on travel pass violations. The Company said the agent transported dogs on multiple one-way flights, therefore costing AA thousands of dollars in lost revenue. The Company presented multiple documents detailing trips that indicated that the agent and the registered guest were transporting animals. The Union rep argued that the agent was unaware that their registered guest was traveling with dogs and offered to reimburse American Airlines the thousands of dollars in lost revenue. Although the agent said they were unaware that their registered guest was traveling with dogs, the Company showed 5 trips where the agent and registered guest traveled together in the same record locator with a dog and didn't return with the dog. After reviewing all the facts, the Board ruled to uphold the termination.

An agent from CLT was appealing a termination based on travel pass violations. The Company said the agent had been transporting dogs for multiple years using their employee privileges, therefore costing AA thousands of dollars in lost revenue. The Company presented multiple documents detailing 70+ trips that indicated the agent was transporting animals. The agent

admitted to transporting animals but stated that they were for friends and family. The AA travel policy states that an agent can only travel with their own personal animal. The Union rep argued that the agent was unaware of the policy. After reviewing all the facts, the Board ruled to uphold the termination.

An agent from CLT was grieving their termination for dependability. The agent reached 34 points. The Company argued that they have a no-fault dependability policy and that they were being consistent with their policy. The Union rep argued that the agent had covid the prior year and was sick again and thought the sickness was related to Covid again. The agent submitted a negative covid test but never came back to work and never submitted a doctor's note writing him out on medical. After reviewing all the facts, the Board ruled to uphold the termination.

An agent from SDF was grieving a termination based on a travel pass violation. The Company said the agent called out and then traveled while on medical leave without asking for permission from the Company as the AA Travel policy required. The Union rep argued that the agent wasn't aware that they couldn't travel while on medical. The Company argued that the agent was out on medical before and was aware of the rules restricting travel while out on medical. Although this was the agent's first time violating the travel policy, the Company felt the violation was egregious enough to terminate. The Union rep argued that although the agent did violate the travel policy, the punishment did not fit the crime as the agent had no performance issues in the past 12 months. After reviewing all the facts, the Board voted to overturn the termination with no backpay and issue the agent with a level 3 and a 6-month travel suspension.

In Unity,

Donielle Prophete – President

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