New Hires

Welcome to our Union, CWA Local 3645. We are members of the CWA International, a union of 750,000 other workers of which there are over 100, 000 airline employees. After ten years of struggle for a union, we have a voice in the workplace, and we are all covered by our first contract that improves working conditions, creates fairness, and increases wages.

But our struggle is not over. Now we must secure our gains and expand our benefits, by coming together to do the work of union building.

We ask you to get involved in your union. It will take every one of us to be the watch dogs for our contract. We must make sure the agreement between the company and our union is upheld and honored. We ask your help to make our union strong, by becoming stewards, members of the various committees, or just being the eyes and ears for the union. We also ask that you work with our stewards who are trained to represent you on grievances, disciplinary, contractual, and investigatory matters.

We have dedicated ourselves to establishing CWA Local 3645, and we will continue to fight for you every day, in every station, wherever there is a Piedmont worker. We will ensure that your voices are heard, and you are treated fairly, with dignity and respect without fear or favoritism or retribution.

Lets Build A Strong Union Together!

WHAT IS CWA?

a) CWA stands for the Communications Workers of America. It is a union affiliated with the AFL-CIO which is a coalition of most of the main unions in the US.

b) CWA has over 750,000 members in the telephone, electrical, newspaper, printing, television, public sector and airline industry.

c) CWA represents the customer service agents at American, flight attendants at Piedmont, Piedmont, PSA and 20 other airlines, and the agents at Piedmont.

WHO IS COVERED BY CWA AT PIEDMONT?

a) CWA represents the agents at all the stations which are part of Piedmont Airlines. This includes part time and full time agents

b) The union does not represent supervisors, managers or administrative workers.

PROBATION

You will be on probation for the first 90 days

Your probation may be extended for an additional 90 days at the Company’s discretion

If days of work are missed due to, injury, leave of absence or any other reason, the probation will be adjusted to meet the probationary requirement.

The grievance/arbitration procedure will not apply to the discipline or discharge of probation

During your probationary period you cannot appeal disciplinary action?

Afterwards you have the right to have a union representative during an investigatory meeting and a disciplinary meeting.

HOW DO I FIND OUT WHO MY UNION STEWARDS ARE?

The union steward will be posted on the union bulletin boards which is where you will find all union related information. You can also click on Stations and Stewards Link under for members only.

WILL EVERYONE HAVE TO JOIN THE UNION?

Yes: The contract includes a ‘maintenance of membership’ section that says that within 60 days of the signing of the agreement or of being hired at Piedmont, an employee must join the union.

I THOUGHT WORKERS IN RIGH TO WORK STATES DO NOT HAVE TO JOIN THE UNION?

Piedmont is covered under the Railway Labor Act which is a different law than the National Labor Relations Act that which governs labor relations in the non-airline and railway private sector

Under the Railway Labor Act it is legal to have a union shop if it is negotiated in the contract.

HOW DO UNION DUES WORK?

Union dues are 1.3% of hourly wages not including lump sum payments or overtime hours. For example, a full-time employee making $12/hr. the weekly union dues will be $6.24. For example, a part time employee who works 20 hours and makes $10/hr. the weekly union dues will be $4.68

40% of our union dues go to CWA National. It is used for legal cost, running the national office including defending people who are terminated, disciplined at Piedmont and to pay for Arbitration.

The remaining 60% of our dues go to the Local. Those dues will be used to pay for Union office rent, utilities, renters’ insurance, President Insurance, Works Comp insurance. In addition to administrative expenses such as office supplies and any other expenses incurred due to maintaining the union office. Additional our union dues go toward maintaining the Union website and Email communications to all members who have requested it and our Annual Shop Steward Leadership Training. Additionally, our dues are used for reimbursement of lost wages incurred by any Union Representative in all 24 stations because of conducting union business ex: attending Grievance Hearing, System Board Hearing, Trainings, Station Visits, Bi Annual management meetings in the 24 stations, CWA national meeting, District 3 meetings, CWA and Piedmont Bi Annual meetings and Local Steward leadership Training and Arbitration preparations on the local level.

Most importantly our union dues are used to build a strong organization that will fight for the rights of Piedmont Agents. The benefits you will receive are the things workers fought for in our union and every other union in the history of the Labor Move. There are other benefits union members get including free legal advice, discounts from AT&T Wireless, Car Rentals, Mortgages, Health Insurance, Car and automobile insurance, union credit cards and a host of other discounts with participating industries. You can see the whole list at: www.unionplus.org.

WHAT BENEFITS DO I GET WITH UNION DUES?

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You can see the whole list at: www.unionplus.org. Please click on the What the Union Does and What is a Union link on the home page to learn more

The contract in its entirety can be view under the CONTRACT tab on the home page

If you need to contact the union office, Please send an email to cwalocal3645@gmail.com

JOIN US AND Let’s BUILD A STRONG UNION and WELCOME

If you have not done so already down load the member card below, fill it out and return to your union Rep or mail to union office or scan an email to CWALOCAL3645.ORG

Join us on face book CWALOCAL3645MEMBERS

WELCOME!!

Donielle Prophete President CWA Local 3645

Darryle Williams PHD Executive Vice President CWA Local 3645

Douglas Christian Vice President Local 3645

Shaquelle Baker Sec/Tre Local 3645