Quarterly Report for Local 3645

Greetings Members, The Leadership team for Local 3645 want to thank you all for supporting each other and all of us. The Union is not one or two people. The Union is all of us working as a team. Our number one goal is to make sure all members in the 24 stations in our local know what is happening through total transparency. The primary place to find all union information and updates is on our Union website. The Union website is CWALOCAL3645.ORG. All Relevant Union information will be posted on Union Boards at each station. The Union boards have limited space so of course everything CAN NOT be posted.

**Our local now oversees 24 stations.** These stations includeCLT

Area 1 - AGS, HHH, GNV, DAB,

Area 2 – AVL TRI TYS, SDF

Area 3 – CAE, GSP, FLO, MYR

Area 4 – ILM, OAJ, PGV, EWN, FAY

Area 5 – HSV, MGM, GPT, VPS, SRQ, ECP

• CWA National

CWA MEETINGS AND PIEDMONT MEETING

North Carolina STATE MEETING

On September 11th 2023, the District had its annual state meeting. This meeting is genuinely designed by the Presidents of all the Locals in the district and each President invites their members of management to attend. The goal is to build working relationships with management. This is the second year Piedmont leadership have attended. Piedmont leaders who attended were

Tom Dobroski - Senior Station Director (CLT & PHL), Lamar Graves- Ramp department head (CLT), Kevin Weaver - Customer Service department head (CLT) Kevin Romero - TMS (Team Member Services)/Training department head (CLT)

CWA National Convention

on July 9th thru 12th The officers of 3645 and Area Representative attend the CWA National Convention. The convention included workshops for CWA Airlines Divisions. These meeting included Piedmont, American and Envoy. This was also a historic convention because the national union elected its first African American President Claude Cummings Jr.

Local 3645 officers and Executive Board members attended the CWA District 3 conference April 2 -5

• CONTRACT Bargaining

The Piedmont Bargaining team and CWA bargaining team met for a joint mediation with the National mediation Board in a joint training Sept 27 and 28. The next bargaining session is scheduled for the second week in October.

• Shop Steward Training Class

If you are interested in steward training and have not done so already, please email the Local at CWALOCAL3645@GMAIL.COM with your name, payroll, number, station, and date of hire to have your name added to the list. Please only use your personal email. All training classes will be conducted via zoom while the social distancing restrictions are in place. Once we meet the minimum number or agents required to conduct a training class the local will reach out to our CWA National Staff Representative and request a dates for steward training.

• Contract

Please make sure that you become familiar and read Your Contract! It is Your Contract, and you are responsible for knowing it. The Union is 100% behind you if you want to grieve any contractual violations that come up because of you discovering something in the contract is not being followed. In addition to any forms of discipline that you have received. A copy of the contract is on the Piedmont employee website and the Union Website CWALOCAL3645.ORG.

• CWA and Piedmont Station Leader meetings

The Leadership Team of Local 3645 have regular Biannual meeting with the Piedmont Leadership team in the 24 stations in our locals. The Leadership team of Local 3645 feel that these regular meetings with the station management teams in the various stations has resulted in open lines of communications. This has led to an increase in agent morale, station productivity and a positive working environment for all work groups including management. These Biannual meeting are an additional way to address, solve and come up with creative ways to resolve issues and conflicts that come up in the workplace. These meetings are in addition to the regular station visits conducted by the Officers and area Representatives. Ultimately the Union leaderships priority is ensuring our stations are meeting or exceeding their goals and continuing to be a valuable part of the American Airlines Group which ensures that we all have jobs.

• Shop Stewards

The Leadership team for Local 3645 would like to say a special thank you to all the Stewards in our stations for volunteering to stand up for themselves and their fellow coworkers. Ensuring the workplace is safe, free of contract violations and an overall healthy productive working environment for all of us #UNIONSTRONG.

Local 3635 will be hosting a one-day Shop Steward leadership training on October 5 in CLT for our new steward and steward that missed the Leadership training In January. This training will focus on intense emergence in grievances 101, contract education, System board prep fundamentals.

• Station Visits

Our Area Representatives and officers conduct on going station visits to the stations within our Local. All members are receiving the support and help that they need from the Union leadership. The station visits along with the Bi -annual management meetings ensure that all of our members in every station have regular interaction and contact with the union leadership team. Serving all of our 23 stations require many hours of volunteering and sacrifices but the leadership team is committed 24 hour a day 7 days a week 375 days a year. We all as union member are stronger together. Working together works. #UNIONSTRONG.

• PIEDMONT SAFETY MEETINGS

The Unions Safety committee members who are Shop Stewards as well attended the Piedmont System wide Quarterly Safety meeting. Also, in CLT the Union safety committee members, stewards as well as the Union officers attend the monthly safety meetings. Our local is committed to being a regular part of all the safety meetings.

• CLT Grievance

The Local has processed approximately 400 Step 1 grievances in CLT in 2023 and 90 system board local wide for 2023.

• Arbitration

The Local Has submitted 2 Arbitration requests since the last quarter. Those requests will be reviewed by the CWA District 3 Staff Representative for review for Merit.

• Quarterly Contract System Board update

The next contract arbitration is tentatively scheduled for November 2023.

• Website

The Union website is paid for by all our union dues and is the only place where official union information is required to be posted.

Check out the Union website for regular updates CWALOCAL3645.ORG.

• Area Representatives

The officers of Local 3645 would like to take this time to thank all our Area Representatives for volunteering their time to ensure that the stewards and members in our 24 stations are receiving the support and help that they need. We hope that the information, knowledge, and expertise that you have been receiving from the union officers have allowed you to be successful in servicing all our members. We know that volunteering to service all our members require a lot of sacrifices and on behalf of all our members we want to say thank you!

• Union Boards

The size of the Union Boards limits the amount of information that can be displayed. Our Union boards will continue to have basic union information and steward contact information. All official Union information and updates will be on the union website CWALOCAL3645.ORG. There are multiple signs on the Union boards directing the members to the Website. Please continue to look out for the latest information and updates on the union’s website. Remember! the Union website is paid for by all of our union dues and is the only place where official union information must be posted.

• New Hire Orientation

We have been having 2 or 3 new hire orientations every week now in CLT. New Hire orientation is especially important because it is the first point of contact that our new hires have with the union. Providing them with the fundamentals of what the union does/ is and is doing is extremely important. Those new hires that do not attend corporate training in CLT will get their union orientation by the stewards in their prospective stations.

• One Plane one Task at a Time

Remember we need to be working safe and following ALL of the rules. Read the EGOM, P&P, & Handbook and make sure you are following everything to a T! Do not take shortcuts because shortcuts can cost you your life. Work safe at all times and report all equipment that doesn't work no matter how MINOR you think it is. Windshield wipers don't work? Have the manger Tag it out! Belt loader doesn't work correctly. Have the manager tag it out. Follow all lifting techniques. We have to be diligent in working safe and remember. Piedmont Works because We Work!

• Stay Informed

Any member who wishes to get official union email updates please send your request and information to: CWALOCAL3645@GMAIL.COM. Also if you wish to join private member created union Facebook pages: CWALOCAL 3645MEMBERS and PIEDMONTAGENT send a request. There will be information that will be requested in order to join. Remember these are private member created and maintained pages so please read the groups rules before sending a request. **Our union dues do not go towards maintaining these social media pages.**

In Solidarity, CWA Local 3645 Leadership Team

Donielle Prophete – President, Darryle Williams PhD- Executive Vice President

Douglas Christian - Vice President, Shaquelle Baker - Secretary Treasurer

Juan Robinson, Janet’ Anderson, Kenwyanna Oliver, Area Representatives.