



Executive Board Quarterly Meeting 01/12/18

In attendance: Jason Johnson, Jose Taveras, Susan Cowart, Matthew Keep, Dave Buchholz, Heather Duby, Jason Dornford, Conniebeth Myers.

10:19 **Meeting is called to order.**

10:19 **Pledge of Allegiance.**

10:20 Swearing in of The President and new Executive Board

10:26 There was a discussion/presentation on the whistle blower policy as well as Compliance Officer and conflict of interest. The executive board agreed to appoint Chuck Brien as the Compliance Officer if he was willing to take the position.

10:33 **Treasury Report:** Sue Cowart handed out a report with dates from Sept. 2017 to present. There were questions about the high debit in Oct., which was explained that it was due in part to the Davis Latham contract negotiations. There was a discussion about looking into getting the credits due to us on a more regular basis.

The acct. balances are as follows:

The Franklin Fund Balance as of 9/30/17 is at \$265,878.06

The Checking Acct. Balance was at \$275,623.95 on 9/29/17 it is now at \$246,991.26 as of 1/10/18

Our Debit total between 9/29/17 and 12/29/17 is at \$95,074.75

Our Credit total between 9/29/17 and 12/29/17 is at \$101,074.28

10:41 All members of the Executive Board approved the Treasury Report.

10:44 **Financials:** There is a new Union phone acct. the cost of the phone was \$145.76. Mary had requested Jason send a POD to her house to load the Union property that she still had, the POD would cost somewhere around \$500. There was also a discussion of keeping Union property. A proposal to rent a storage unit in the Unions name to archive and keep unneeded day-to-day material for the membership was approved by all members.

10:54 **Review of old minutes:** Recording Secretary Matthew Keep read off the minutes from the previous board meeting and they were sworn in and approved by all.

10:57 **Trustee Audit Reports:** Trustee Jason Dornford gave the findings on the audit done shortly before the meeting was called to order. All receipts in conjunction with the expense reports were in order. There was a question why the documentation of the hourly rate for lost time was not included. Going forward lost time will be separate from expense reports. There will also be going forward a quarterly audit done by the trustees and a yearly audit through the union's accountant who is currently going through this previous year right now.

11:16 The Trustee audit report was approved by all members of the Executive Board.

11:16 **2018 Budget Proposals:** Jason Johnson sent out an email on 1/1/18 to pay Mary Dado lost time. She declined all the pay but then agreed to take 1 week. There was a motion to pay Mary Dado her lost time wages for 1 week, which was approved by all members of the Executive Board.

The Presidents salary was discussed and a proposal of \$69,900.00 with increases in conjunction with the Davis Vision Latham contract was put forth by Jason Johnson, another member of the executive board put a counter proposal forth for \$72,000. The former Presidents salary in their final year was around \$76,000. New rules regarding medical benefits: The President and any full time paid officer now have to pay for their own medical benefits after 1 year. There was a discussion and agreement by the board to make whole for comparable benefits the President /any full time officer if they have to pay their own medical. The president urged the board to turn down the higher salary proposal. A motion made for the presidents salary at \$72,000 was voted down: 1 for 6 against. A motion for the president's salary at \$69,900 was voted on: 6 for 1 against. The presidents PTO will be based on the Latham contract (which is at 312 hrs). With a pay out maximum of 120 hrs. Per year.

The rules were discussed and set for travel expenses. Hotel costs will be at the government rate based on the city of stay except in the case of: no other option, IUE/CWA conventions or training opportunities. Mileage will be reimbursed at the government rate. Flights would be available when traveling beyond 250 miles. The decision to drive over flying when the travel is beyond 250 miles would be reimbursed at the lower cost of the 2 travel expenses. Per Diem would be paid out at the government rate on an overnight stay only and overnight stays would be warranted where travel and union business exceeds 10 hrs or more in one day or the union business is multiple days. Travel days will only be paid out at 75%.

11:58 The travel expense rules were approved by all members of the Executive Board.

12:00 **Lunch** till 12:25

12:25 **Training:** Year 1 will be Executive Board training. Year 2 there will be training for Union Stewards. A proposal of \$20,000 for training for the first year was voted on and approved by all

members of the Executive Board.

12:35 **General Membership Meeting:** There was a discussion to hold a General Membership Meeting during the month of August of this year at the Casino in Schenectady with 2 buses, one from PA and one from Syracuse to bring interested members on a first come first served seating basis. A \$30,000 budget proposal was made and approved by all members of the Executive Board.

12:48 **Retail Contract:** There was discussion on the possibility of bringing back Pay scale. All members of the Executive Board approved a proposal for a \$55,000 budget for negotiations.

1:03 **Supplies:** all members of the Executive Board approved a proposal of \$10,000 for the first year.

1:06 **Website/FB Page:** All members with the exception of the Trustees will create a bio.

1:13 **Constitution Changes:** In November there was a motion to change the Constitution. It will be tabled until August.

1:17 **Accountant Firm:** There was discussion of the possibility of changing the accountant.

1:19 **LM2 Reports:** LM2 Reports were finished on January 8th.

1:23 **Shop Stewards:** There is a plan on adding 2 stewards in Latham. In February there will be an internal vote for candidates for stewards in Philly.

There was a deep discussion as to either remove Mary Dado as a regional steward or move her to a different region as a result of some actions that took place after the election results. A proposal to remove Mary Dado as a union steward was met with 4 For, 1 Against, 2 Abstains. David Bucholz wanted on record that if it came to a vote he would vote to move her to a different territory, Jason Johnson and Susan Cowart abstained.

Central Lab stewards need to move toward unification and collaboration. There will be no change in stewards at the Central Lab at the moment but a lead steward will be named soon.

A question was asked: Does an Executive Board member have the same authority as a shop steward when asking for info? The past practice seems to indicate they did. The President will reach out to Legal to get more info.

2:03 **Open Grievances:** Regional Stewards are responsible for their own region only. Lead Stewards will give a report to the President weekly of all outstanding issues and recently closed ones.

2:12 **General Discussion:** Unsupervised apprentices, management was warned and it is still happening. The Union is looking into taking further action.

2:30 **Meeting Adjourned**