



4th Quarter Newsletter 2018

Hello Brothers & Sisters,

In the last few newsletters, I spent a lot of time talking about what we did during that time. As we close out the 2018 fiscal year and begin the 2019 fiscal year, I wanted to focus this newsletter more on what we are doing next.

We accomplished so much in 2018, but there is still so much work to be done. I genuinely hope you are seeing positive effects from the hard work that is being done by the leaders of your union.

In 2018 a lot of money was spent. The Executive Board knew coming in that 2018 was going to have a high price tag. That was because there was a lot of work that was left unattended for far too long that needed to get done and to do that it was going to cost this local money. Included were things such as getting myself out to the shops and serving our members, meetings, contracts, training and more.

What was important to us wasn't the money spent but to be fiscally responsible and make sure we were diligent to make sure there wasn't a penny wasted on anything that we didn't see as a service to this membership.

In 2019 we are going to be scaling back our spending and reducing our costs. As a result of the Janus decision, the CWA is cutting its spending by 25%. Our local has seen a decrease in size by about 200 members over the last eight months, and I feel it is imperative that this local attempt to cut back our costs as well. We need to preserve some of our funds for the bigger fights that we may have coming ahead of us. This will include things like going paperless where we can and reducing expenses where we can.

A great example of that was the decision to go paperless with the new contracts for the retail locations. I have made it available by digital copy and posted it on the union's webpage. By having the members either use a digital copy or print a copy at their own expense; it saved this local over \$5000, and I wanted to personally thank each member of the Visionworks bargaining unit for their understanding of that difficult decision.

The executive board is planning to meet in the very near future for our next quarterly meeting, and we will begin to put our budget together for the 2019 fiscal

year. These decisions are not easy, but we are hopeful that all of our members are understanding of these cuts and will help contribute wherever they can.

We do have three contracts expiring in 2019, and I will begin preparing for bargaining. Balester Optical, Value Visions, and Empire Vision Lab are the contracts to be negotiated.

Value Visions is the first contract on deck. I will be out to visit those locations very soon so that the members get the opportunity to meet me. I will also be out there again near contract talks to hold a meeting with that bargaining unit and get a feeling of what you want in your next contract.

In 2018 we have completely revamped our shop steward system. When I took over the local, there were about 12 stewards left; now we have 31 stewards. But those stewards need training. In 2018/2019 we will begin the process of getting all those new stewards trained so that they are adequately prepared to serve this local better.

In 2019 there will be a critical IUE/CWA bi-annual Conference. The four delegates of this local will be attending that conference. This is not only important to our local, but it is an obligation under the constitution of the CWA to participate.

I will be finishing visiting the remaining shops of our local that I haven't visited yet very soon. After I have completed that journey, I will be taking a little break from shop visits. I will still visit locations as needed throughout the year but traveling cost the local money, so to reduce cost; I will be going as needed. That said, I fully plan and promise to get back out on the road at least one more time during my first term and visit every location once again.

With the overall success of the General Membership Meeting and getting such positive feedback, even though we are under no obligations to do another GMM until 2020, I will be looking at the budget and cost of holding another GMM in 2019.

Finally, some other things this membership can look forward to in the up and coming months include ballots to change our constitution. Also a letter from Nilico about the \$2000 accidental life insurance the local was able to secure for you.

I appreciate your continued support and look forward to the next Fiscal year.

In Unity
Jason