



Executive Board Quarterly Meeting 11/8/2018 –

In Attendance: Jason Johnson, Jose Taveras, Susan Cowart, Matthew Keep, David Buchholz, Jason Dornford, Heather Duby, Conniebeth Myers. Stewards in observation.

1:28 **Meeting called to order/Pledge of Allegiance**

1:29 **Review of Minutes:** Recording Secretary Matthew Keep read off the previous minutes.

There was a request to correct the spelling of David Buchholz's last name as well as a request to correct the spelling of Balester.

1:37 Previous minutes were approved and adopted by all (with modifications).

1:39 **Agenda:** The agenda was read and adopted by all.

1:39 **Trustee Audit Review:** Heather Duby presented the trustee findings.

David Buchholz said that Sue did a great job organizing all the quarterly financials. All adopted the review.

1:42 **Treasury Report:** Sue Cowart Presented a financial report for the locals fourth fiscal quarter with dates from 7/1/2018 – 9/30/2018.

The account balances are as follows:

The checking account balance as of 7/1/18 was \$195,890.99

The checking account balance as of 9/30/18 was \$150,317.66

The checking account balance as of 11/8/18 is \$209,578.29

The total expenditures for the fourth quarter from 7/1/2018 - 9/30/2018 were \$77,322.11

The total deposits for the fourth quarter from 7/1/2018 - 9/30/2018 were \$33,128.41

The Franklin Templeton Fund balance as of 9/30/2018 was \$271,682.09

The Visionworks retail contract negotiation expenses during the final quarter were \$14,532.66

The was a clarify grand total for Visionworks contract negotiations at \$41,012.92

The budget set by the board for the Visionworks negotiations was \$55,000.00, meeting under budget by \$13,987.08.

The general membership meeting expenses during this quarter were \$13,596.19

The grand total for the cost of the general membership meeting was \$16,520.80

The budget set by the board for the general membership meeting was \$35,000.00, meeting under budget by \$18,479.20.

The local is expecting dues from Davis Vision from February-September. The president has been working with the Davis Vision to submit dues reports to the CWA so that they can release the local's dues from February - June. A deposit was received recently from May – September from Visionworks.

Sue will provide a copy of the amended treasury report to the President and Recording Secretary.

1:54 The treasury report was adopted by all (with amendments).

1:55 **Update on shop visits:** The president announced that he has finished visiting every shop in the local. (With some shops seeing multiple visits). There is plan's to revisit all the shops in 2020 and visit shops as needed in 2019.

1:56 **Outstanding Grievance and Potential Arbitrations:**

Visionworks: an apprentice grievance was filed and a step 1 meeting was held on 10/26/2018. We expect to move to a step 2. The board approved this to go to arbitration if needed.

There was a step one meeting about chairs with wings on 10/26/18. We are moving to a step 2.

A grievance was filed for the reduction of hours during blackout: The Union presented a resolution to the company; we are waiting on a response.

Long Island: A grievance was filed for a termination of an associate for unsatisfactory work performance. A step one meeting was held and we are moving to a step 2.

Newtown Square: There are currently 4 grievances at the lab. All are currently at a step 2 for terminations of associates for various reasons. The board approved all to go to arbitration if needed.

There are 0 grievances in Syracuse Central Lab and in Balester.

There are a few grievances filed in Latham still at step one.

2:07 **President Salary:** On October 8th the President received a 2.25% increase to his salary in accordance with the Davis Vision contract and agreed upon amount at the January 2018 executive board meeting.

2:08 **Presidents Vacations:** The President has 120 hours of Vacation time left. He will be taking the week of Thanksgiving off as well as the last 2 weeks of December.

2:11 **Constitution Ratification:** The local is aiming for the first quarter of the calendar year of 2019 for changes to the constitution. Katie Gaffney and Chuck Brein will be pulled to help stuff and count ballots.

2:12 **Budget Proposals 2019:**

- A. Steward Training: Previously approved \$44,000
Estimate cost for November training \$18,000
Budget for the remaining balance will remain open to finish training stewards who were unable to attend.
- B. Contracts:
Value Vision: A \$5,000 budget was proposed and adopted.
Empire Vision Central Lab: A \$20,000 budget was proposed and adopted.
Balester: A \$10,000 budget was proposed and adopted.
- C. CWA Convention: All 4 delegates will be attending. A \$10,000 budget was proposed, the cost would roughly be around \$2,000/person. The budget was adopted.
- D. Supplies: A budget of \$7,500 was proposed and adopted.
- E. General Membership Meeting: A budget of \$12,000 with a stipulation of re-evaluation at the next board meeting was proposed and adopted.
- F. Shop Visits: A proposal that the president will visit shops as needed, (with the labs and large locations being visited quarterly). This was adopted.

2:40 **Good and Welfare:** Trustee, David Buchholz had a comment about the dues incoming by the IUE/CWA, that they were unreliable and inconsistent. President Johnson responded by saying that we have no control over the CWA but that we have some control over the Company and that he was working diligently to get this corrected.

There was a suggestion to move money from our checking to the Franklin Fund (investment fund). It was decided since this was not part of the agenda for this meeting and it has financial implications, that we will wait until the next meeting and add it to the agenda under a budget proposal.

Jason Dornford brought up setting a timeline for lab incentives. The executive board discussed and the President will file a class action grievance for lab incentives not being paid out in a timely manner at Visionworks.

2:56 **NY Sexual Harassment Training**: By September 2019 NYS law requires training on all employees. The union is well ahead of this requirement. All members of the executive board received a copy of the unions adopted policy. All signed off on a master copy. All board members will receive training at the next board meeting.

The next executive board meeting does not have a set date but will be between February and March.

3:03 **Meeting Adjourned**