



Executive Board Quarterly Meeting 02/22/2019

In Attendance: Jason Johnson, Jose Taveras, Susan Cowart, Matthew Keep, David Buchholz, Jason Dornford, Conniebeth Myers. Chuck Brien (In Observance)

Absent: Heather Duby

2:44 **Meeting called to order/Pledge of Allegiance**

2:45 **Agenda** reviewed and adopted.

2:46 **Review of Minutes:** Recording Secretary Matthew Keep read off the previous quarters minutes.

2:49 The Minutes were approved and adopted.

2:50 **Trustee Audit Report:** Trustee David Buchholz presented the audit findings.

A dues statement was missing from the file. Sue Cowart will reprint and email a copy to the trustees and president.

2:51 The Audit Report was approved and adopted.

2:52 **Treasury Report:** Financial Secretary Susan Cowart presented a financial report for the locals first fiscal quarter with dates from 10/1/2018 – 12/31/2018.

The account balances are as follows:

The checking account balance as of 10/1/18 was \$150,317.66

The checking account balance as of 12/31/18 was \$190,198.34

The checking account balance as of today 2/22/19 is \$174,722.57

The total credits (deposits) for the first quarter were \$91,077.40

The total debits for the first quarter were \$59,092.02

The Franklin Fund balance as of 12/31/2018 was \$253,920.68

The Franklin Fund balance as of 10/1/2018 was \$261,171.04

There was a loss due to the market of \$7,250.36

The board received summary and detailed reports of the credits and debits for quarter 1 as well as for the 2018 calendar year.

2:55 The Treasury report was adopted.

2:55 **Franklin Fund:** President Jason Johnson proposed a transfer of \$20,000 from the checking account to the Franklin Fund. It was noted that this is believed to be the first deposit to the Franklin Fund in over 12 years.

3:01 The proposal was adopted.

3:02 **LM-2/990's/Accountant Financial Audit:** President Jason Johnson presented.

It was noted that the LM-2 was submitted in time back in December and the 990's were submitted on time back in January.

The IUE has been given copies for the first time in 12 years.

The board was given all copies of the LM-2's and 990's and told that they can be shared with the membership. Members requesting a copy of there own must do so in writing via certified mail.

As per agreed upon, the reports show that the current President took a cut in salary over the previous President.

Financial Report – The Accountants made recommendations for the following:

Capitalization policy.

Document retention and destruction policy – (The local currently haves one but need to find a place to destroy materials.)

Investment policy

Expense reimbursement policy (Currently in place as of 01/12/18)

Accounting policies and procedures

3:18 Adopted

3:18 **Value Visions contract:** President Jason Johnson presented.

The Value Visions bargaining unit recently agreed to a new five-year agreement. The CBA was voted on and ratified at 100%. One of the key points in the contract is the *Recognition Clause*. Adopted where current non-union stores will become union after 6 months of ratification of contract and any future stores will automatically become union 6 months after requisition.

3:23 **Syracuse Lab Contract:** The Syracuse Lab contract negotiations will be coming up soon. The president anticipates travel in April for surveys, in May for a meeting, and in May/June for negotiations. The negotiating committee will be named soon.

3:26 **IUE/CWA Convention:** The 4 delegates as well as 2 stewards (if training is offered) will be attending the CWA convention from Sat. July 27th – Thurs. August 1st. The budget for this has been previously approved.

3:27 **Outstanding Grievances:** The board discussed a grievance between an associate in the NYC region. The President provided all the facts in the case and the investigation that was done. The President sent an email to the member to request any further evidence to support their cause to the board and was given the date that the board was meeting. The member has not responded. The board voted on facts presented and voted unanimously not to proceed to a step 2 and consider the matter closed.

An apprentice grievance in Visionworks is at a step 3. The union presented a settlement offer to the company and are waiting on a response. If the company rejects the proposal, the board will proceed with arbitration.

There is a step 3 grievance in Newtown Square over an associate being placed on final warning surrounding an issue with jury duty. The president and Vice President are meeting with the company on March 13th to try to settle. If there is no settlement, the board will discuss arbitration.

There is an incentive grievance in Newtown Square at a step 2. The Union is going through the grievance process.

There is a bereavement grievance in Latham at a step 3. The Union will not change its position, we are waiting on the company's response. We anticipate going to arbitration if the company rejects. A vote to go to arbitration if needed was taken, the vote was approved.

There is a step 3 grievance for a Visionworks associate. The company has rejected the grievance, the Union is prepared to go to arbitration.

4:11 **Good and Welfare:** President Jason Johnson will be going on vacation from May 11th – 26th.

Syracuse Lab – Company agreed to start the IUE LEAN program in March.

Lab visits – Syracuse Lab 2/20, Newtown and Balester in March with the VP.

Dues – Davis Vision paid through December. The local has received payment through April of 2018. We are waiting on the CWA to release dues from May – December.

Visionworks and the Union have agreed to a new position, Telehealth, a pilot position hoping to become permanent in September.

The President presented an opportunity to partner with Valley Recovery Center for members in need of help. We will invite the owner of the company to the next meeting to discuss more.

A resolution has been met for the chairs with wings grievance.

A resolution has been met for the reduction of hours during blackout grievance.

A resolution has been met for the Newtown Square termination of associate's grievances.

There was a lab incentive grievance filed and a resolution has been met.

The board completed a NY sexual harassment course today and is in compliance with the new law.

4:33 The next board meeting will be mid to end of April.

4:34 -Meeting Adjourned-