



## Executive Board Quarterly Meeting 4/26/2019

**In Attendance:** Jason Johnson, Jose Taveras, Susan Cowart, Matthew Keep, David Buchholz, Jason Dornford, Heather Duby, Conniebeth Myers, Ron Taylor.

12:38 **Meeting Called to Order/Pledge of Allegiance**

12:39 **Agenda:** Reviewed and adopted

12:40 **Review of Minutes:** Recording Secretary Matthew Keep read off the minutes from the previous quarter.

12:48 The minutes were adopted with the following change: “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 27<sup>th</sup> – Thurs. August 1<sup>st</sup>. The budget for this has been previously approved.*”

12:48 **Trustee Audit Review:** Trustee Heather Duby presented the audit findings with no glaring omissions and everything properly accounted for.

12:49 The Audit Report was adopted.

12:50 **Treasury Report:** Financial Secretary Susan Cowart presented a financial report for the locals second fiscal quarter with dates from 1/1/2019 – 3/31/2019.

The account balances are as follows:

Checking Account Balance as of 12/31/2018 – \$182,303.04

Checking Account Balance as of 3/31/2019 – \$133,851.05

Checking Account Balance as of today 4/26/2019 – \$191,712.98

Total Credits for the 2<sup>nd</sup> quarter – \$31,896.82

Total Debits for the 2<sup>nd</sup> quarter – \$80,348.21

12:52 **Franklin Fund:** Balance on 3/22/2019 is \$297,382.26 with the confirmation of a \$20,000 deposit made on 3/22/19.

12:53 The Treasury Report and Franklin Fund was adopted.

12:53 **Old Business (Presidents Report):** President Jason Johnson presented.

12:54 Dues: The CWA has released the dues through December for Davis. They still owe for Visionworks through October.

12:55 Syracuse Lab/Store Closure: On February 28<sup>th</sup> The President met with the company and was told that they are planning on closing the Central Lab on June 7<sup>th</sup> as well as closing 2 stores in NYC (which have since closed) Most of the members in the stores took severance.

On March 15<sup>th</sup> the Union negotiated the closure agreement for the Lab, some of the highlights includes:

- Associates that work through the closure date or provide at least three days notice will receive all unused vacation, sick and personal days, as of June 7th.
- Associates who transfer directly to another Visionworks location can carry over vacation, sick and personal days, and retain Company years of service for benefit accrual purposes, but will not retain seniority for other purposes under the Labor Agreement Covering Retail Operations.
- Associates who work through the closure date shall receive 80 hrs. Severance pay per completed year of service.
- Associates with less than 1 year of service on August 7<sup>th</sup>, 2019 will be treated as having 1 year of service.
- Associates who leave between March 15<sup>th</sup> and the closure date shall receive 60 hrs. Severance pay per completed year of service with proper notice.
- Associates may elect to receive severance in a lump sum (payable 30 days after termination) or as a salary continuation at the regular weekly rate.
- The Company will continue medical, dental and vision insurance after the Closure Date for Associates who are currently enrolled in these programs who receive severance payments as a salary continuation at the employee rate for the duration of severance pay or Sept. 30<sup>th</sup> 2019, (whichever occurs first.)

1:00 Davis/Versant Midterm Bargaining Agreement: The Union and the Company met on March 13<sup>th</sup> for midterm bargaining. All bargaining associates received either “unprecedented” increases to the minimum, or received COLA, 5 months early. There was also a slight change to the attendance policy.

1:05 **Steward Update:**

**Christian Rubio** - Appointed steward at New Town Square Versant.

**Dave Buchholz** –Appointed steward for Western Region Visionworks.

**Bill Foy** – Appointed steward for Eastern Region Visionworks.

**Jason Dornford** – Appointed Co-Lead steward and will oversee NYC Visionworks until further notice.

**Tom Fiden** – Stepped down, Eastern Region Visionworks.

Also, Congratulations to **Orvin Caraballo** who has been hired by the IUE. This is a first time in our local's history a member was hired by the IUE.

1:14 **Audit Update:** Capitalization Policy – The threshold for which fixed assets will be recorded as such: Any item which has a life span of longer than one year and a threshold of \$1000 will be capitalized.

1:15 Approved and signed off on by all.

1:16 Documentation Retention and Deconstruction Policy: Review and signing off on.

1:20 Expense Policy: Reviewed and adopted.

1:25 Investments: Financial Advisor Nicholas Stancato from Rockbridge Investment Management presented an Investment strategy policy, which was recommended by the locals Accountants. Also presented was an opportunity to utilize his firm for future investment and switch the current investment from Franklin Templeton to Charles Schwab.

2:30 **Break**

2:42 **Return**

2:50 A conversation and debate between the board about switching the Franklin Templeton fund to Charles Schwab and utilizing Rockbridge Investment Management to manage the funds going forward was discussed and agreed upon by unanimous decision to make the switch, while also adopting the presented investment policy.

2:54 **Valley Recovery Center:** Guest speaker Arthur Mogilevski presented information and discussed a possible partnership with his company to offer our members in need of help the opportunity to use his service and be the recovery center of choice for our local.

3:42 The Board discussed and debated partnering with Valley Recovery Center and was voted on and approved by all.

3:46 **Outstanding Grievances:**

An apprentice grievance at Visonworks is going to arbitration as previously discussed.

New Town Square step 3 grievance class action date to be determined for “piggybacking” depending on outcome could determine arbitration. **(Update: Grievance was settled)**

3:51 **CWA Convention:** July 27<sup>th</sup> – August 1<sup>st</sup> the 4 delegates along with 2 shop stewards will be attending the CWA convention in Las Vegas.

3:52 **Lab/Call Center Visits/ETC:** Lab/call center visits will be sometime in June. The President will be going the last week of April to the first week of May for Visionworks roadshows.

3:53 **Good and Welfare:** The General Membership Meeting/ Steward training/ Executive Board Meeting will be from the 20<sup>th</sup> – 25<sup>th</sup> of September “time to be determined” likely in Saratoga.

A stipend of \$300 for Recording Secretary Matthew Keep was voted on and adopted as a result of being out of work and no lost time to record to attend the next Ex-board meeting and GMM.

3:57 The next Executive Board meeting will be on September 21<sup>st</sup>.

3:57 **Meeting Adjourned**