



Executive Board Quarterly Meeting 02/07/2020

In Attendance: Jason Johnson, Jose Taveras, Susan Cowart, Ron Taylor, Jason Dornford, Conniebeth Myers. Absent Dave Buchholz & Heather Duby.

12:18 – Meeting Called to Order/ Pledge of Allegiance

12:19 – Appoint and Swear in New Recording Secretary. (Ron Taylor)

As a result of the closing of the Syracuse Lab in June of 2019, Recording Secretary Matt Keep was impacted. Under the terms of the Syracuse Lab CBA, Matt agreed to continue to serve the position and pay union dues until he found another job.

As of January 6th, 2020, Matt resigned from his position of Recording Secretary.

As governed by rules under the Local 408 Constitution, Ron Taylor was unanimously chosen by the executive board and was appointed to fill the vacant position for the remainder of the current term.

Ron has accepted the position and was sworn in.

12:22 – Review of Agenda:

12:23 – Agenda was adopted

12:23 – Review of previous minutes:

12:28 – Previous minutes were read by Record Secretary Ron Taylor and adopted.

12:29 – **Trustee Audit Review:** Trustee Jason Dornford presented the audit findings. There were no glaring omissions and everything was accounted for.

12:30 – The Trustee Audit Review was adopted

12:30 – **Treasury Report:** Treasurer, Susan Cowart presented the Treasury Report.

As of today 02/07/2020, the checking account balance is at \$241,837.35

The checking account balances for the past quarter are as follows:

10/01/2019 - \$291,154.79	10/31/2019 - \$220,148.01
11/01/2019 - \$220,148.01	11/29/2019 - \$241,881.04
12/01/2019 - \$241,881.04	12/31/2019 - \$261,994.07

Expenses:

- 10/2019 - \$73,096.78
- 11/2019 – \$38,453.72
- 12/2019 - \$17,020.20

With a total of \$128,570.70

Revenue (Deposits):

- 10/2019 - \$2,090.00
- 11/2019 - \$60,186.75
- 12/2019 - \$37,133.23

With a total of \$99,409.98

Net Profit/Loss: -\$29,160.72

The Fiscal and Calendar year report was also presented.

12:39 – The Treasury Report was adopted

12:40 – **Charles Schwab:**

Rockbridge Quarterly Statement: 10/01/2019 – 12/31/2019

Beginning Balance: \$308,355.28

Ending Balance: \$365,204.28

Profit/Loss: +\$56,849.11

The Union made a deposit of \$40,000.00 in October

12:41 – Investment fund adopted

12:40 – Women’s Committee Report:

President Jason Johnson presented the report from the January 15th meeting. A vote to name chair person was conducted and Sandilyn Rivet was unanimously voted in as chair person. Each member of the committee is now part of their local and national CLUW organization. The local has agreed to pay annual membership fees.

Initial plans include to develop a mission statement and survey to share with members of 408 on where improvements in the work force can be made for women. The committee will also discuss community collaboration participation and hope to attend A local women’s march. Next meeting will be sometime in February via phone.

12:43 – Women’s report adopted

12:44 – Diversity Committee report:

Vice President Jose Taveras presented the report. The statement is Unity in Diversity. One of the new goals is to raise awareness of the committee in all Union locations. A poster was presented to show the difference in diversities, this will be posted on the locals Facebook page and shared amongst the larger bargaining units. During Black history month each week Vice President will post new facts about Black history.

12:53 – Diversity report adopted

12:54 – Old Business/Outstanding Grievances:

There were 3 outstanding step 3 termination grievances at the Davis Vision Latham bargaining unit. One of the grievances the Local was able to negotiate the union members job back and the other grievance the union agreed to settle the matter, the final grievance the company showed just cause and the grievance was dropped.

Arbitration ruling for the Visionworks apprentice grievance is expected by February 10th. The result of that arbitration will be share once received and instructions what members should do going forward if members witness what they believe are further violations.

There is currently a step 3 grievance in Latham over the CSR III position. There will also a step 3 grievance in Newtown Square over company changes with those that were impacted by the Eyewear Dispensing program.

There are a few other grievances throughout the union that are currently at a step 1 or step 2 working their way through the process.

12:58 – Balester Contract Negotiations:

Contract negotiations were completed in November with almost 100% participation in the ratification vote. Contract was ratified at 100%. Highlights include increase to company's contribution of medical cost, changes to time off approval, and increase to wages (with an increase from the previous amounts that haven't changed in over a decade).

1:02 – Newtown Square Contract Negotiations:

Surveys were distributed to members back in November. A union meeting will be held with members on February 14th to further discuss issues. Negotiations will began the first week of March.

1:04– Upcoming Store Visits:

President Johnson will be making retail store visits again in 2020. The First region will be Central Region sometime in March and second region will be Eastern Region sometime in April. Further plans to visit other regions will take place later in the year.

1:05 – LM-S, 990's/Audit updates:

Yearly LM/2 are completed and were filed back in December. 990's are complete and were mailed to the IRS in January. Final audit will be completed soon. All information will be shared with Executive board in April at the next quarterly executive board meeting.

One of the 2019 goals was to cut the budget by 25% from 2018. That goal was met by cutting spending by closer to 40%.

1:06 – Steward Vacancies & Officer Complaints:

Brandon Polisano: Steward at NTS was temporarily removed as a steward during the last executive board meeting, with the opportunity to regain the position at the next executive board meeting. However, Brandon is no longer with company, therefore the shop steward position is now vacant. The Union was accepting nominations in January with the plans to fill that vacancy at the union meeting being held in February. There are currently four candidates.

Kevin Swart: The union would like to welcome Kevin Swart as the newest steward for the Vision works bargaining unit. Kevin will oversee the Southern Tier Region alongside Cheryl Bisbee. With Kevin's appointment this leaves no vacancies in the Visionworks bargaining unit.

Officer Complaints: Discussions were held in reference to recent complaints received about some officers of the Executive Board. All complaints were investigated and while some of the complaints did have some validity, most were found to be generic in nature, minor, unfound or determined not to be any violations of oath. Most of the work being done by the board has been outstanding and game changing, however it was recognized that some areas of improvements can be made. All Executive Board members were reminded of their oath of office, and any trainings that they received.

1:40 – **Good and Welfare:**

Next L/M meeting for Vision works will be held on March 13th, the hope is to discuss many current issues within the bargaining unit.

1:41 – **Next Meeting:**

Tentative meeting scheduled for April 10th.

1:43 – **Adjournment:**