



Executive Board Quarterly Meeting 06/19/2020

In Attendance: Jason Johnson, Jose Taveras, Chuck Brein, Ron Taylor, Jason Dornford, Heather Duby, Dave Buchholz. Absent Conniebeth Myers

11:15 – **Meeting Called to Order/ Pledge of Allegiance**

11:17 – **Appoint and Swear in New Secretary/Treasurer. (Chuck Brein)**

As a result of Visionworks eliminating the Lab Journey position in May of 2020, Secretary/Treasurer Sue Cowart was impacted. Susan Cowart resigned from Secretary/Treasurer on June 17th and as governed by the rules of the local Constitution, Chuck Brein was appointed and sworn in to fulfill the remainder of term.

11:21 – **Review of Agenda:**

11:22 – Agenda was adopted

11:22 – **Review of previous minutes:** Recording Secretary Ron Taylor read the minutes from the previous ex board meeting.

11:37 – Previous minutes were adopted

11:37 – **Trustee Audit Review:** Trustee Jason Dornford presented the audit findings from the second Fiscal Quarter of 2020. There were no glaring omissions and everything was accounted for.

11:40 – The Trustee Audit Review was adopted

11:40 – **Treasury Report:** Secretary/Treasurer Chuck Brein presented the Treasury Report from the Second Fiscal Quarter of 2020.

As of 06/15/2020, the checking account balance is at \$288,590.58

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

01/01/2020 - \$261,994.07	01/31/2020 - \$228,336.19
02/01/2020 - \$228,336.19	02/28/2020 - \$210,356.53
03/01/2020 - \$210,356.53	03/31/2020 - \$203,270.33

Expenses:

01/2020 - \$33,762.87

02/2020 – \$33,236.98

03/2020 - \$23,149.24

With a total of \$90,149.09

Revenue (Deposits):

01/2020 - \$104.99

02/2020 - \$15,257.32

03/2020 - \$16,063.04

With a total of \$31,425.35

Net Profit/Loss: -\$58,723.74

11:45 – The Treasury Report was adopted

11:45 – **Charles Schwab:**

Rockbridge Quarterly Statement: 01/01/2020 – 03/31/2020

Beginning Balance: \$365,204.39

Ending Balance: \$313,800.24

Profit/Loss: -\$51,404.15

It was noted that the middle of March began the pandemic and reason for most of the loss. There is an expectation that more losses could occur over the next quarter as well.

11:48 – Investment fund adopted

11:48 – Audit Review:

President Johnson supplied a copy of the Audit conducted by the local's accountant. It was noted that all recommendations made by the accountant from previous years were made and that goal by the executive board to cut the budget by 25% was met.

Notably Program Services were cut by \$18k and Supporting Services cut by \$93k.

11:53 – Audit review was adopted

11:54 – Diversity Committee report:

Vice President Jose Taveras presented report. On 6/15/2020 Vice President Jose held meeting to focus on bringing awareness and broadcasting our message to all Union members. Due to the Pandemic all future postings will be on the Union Diversity Facebook page and shared on the local's main page as well. On 6/11/2020 Newtown Square (in collaboration with the company) shutdown production for 8 minutes 46 seconds in recognition to Social Injustice.

12:00 – Diversity report adopted

12:40 – Women's Committee Report:

President Jason Johnson presented report shared by Chair, Sandilyn Rivit. There was a formal plan to post assignments of Union women each week in March for Women's history month. There was also plans to create a survey and create a mission statement for the committee. However, COVID happen and threw everything off. The committee has done what it could during the pandemic and has researched and posted historical women figures of the Union throughout the month of June on the Union page. Until the pandemic is officially over all future meetings will be by zoom. The plan is to eventually get back to normal business and finish the survey and built a mission statement.

12:45 – Women's report adopted

12:45 – Rebaldo Payment:

The local was recommended to look into all of its expenses due to Covid-19. This included the Rebaldo payment. The local reviewed the language of that agreement and forwarded that agreement to its legal counsel. Based on that review, it was decided that this payment is no longer feasible and this payment is planning to end July 2020. The Union sent a certified letter to recipient explaining all the circumstances that lead to this decision.

12:56 – **Budget cuts:**

Due to COVID-19 Pandemic, budget cuts were made in the amount of \$72,000 from the current and future fiscal years. Planned IUE/CWA/AFL meetings for 2020 were cancelled. Cuts on supplies were also made and Disbursement to our Investment fund for the next fiscal year were all cut.

The GMM and Steward training are still currently in the budget, along with contract negotiations and store visits (if possible)

1:15 – **Steward Appointments:**

Based on a poll of current members, Alvin Ellis was appointed a steward at the Newtown Square Lab.

Visionworks, Chuck Brein was appointed Co Lead steward and will also oversee NYC/Westchester. Heather Duby will oversee the Central Region with Co-Lead Steward Jason Dornford. Cheryl Bisbee will oversee the PA Region. Ken Stubby will oversee the Eastern Region. All remaining stewards have no changes. Additional Vacancies still exist for those interested.

Balester Optical, Lisa Knopic has stepped down for personal reasons.

1:18 – **Newtown Square/Latham Contract Negotiations:**

Newtown Square held a meeting back in February and negotiations began in March. Most of the non-economic issues, were worked through. That is when then Pandemic hit. Negotiations are on hold and the local has signed an extension of the current contract until July 15th 2020. The hope is to resume negotiations soon.

Latham Surveys will be going out on June 23nd 2020. A meeting with Latham Union members scheduled for Thursday July 30th 2020. Negotiations with company are anticipated to take place sometime in August.

1:21 – **Election Committee:**

As a result of Chuck Brien taking on the Secretary/Treasurer role. He has stepped down as committee chairman and Conniebeth Myers will be appointed as the new committee chairman. President Johnson nominated Michelle Boivin as third member of Election Committee and with unanimous decision of the Executive Board, Michelle was appointed to the committee.

As a result of his appointment to the Secretary/Treasurer, Chuck Brein has also stepped down from compliance officer position. This position is currently vacant and the president is looking for candidates.

1:24– Local updates (Layoffs):

On 05/19/2020 Visionworks eliminated the Lab Journeymen position which resulted in a loss of approximately 110 jobs. On 06/01/2020 Balester eliminated surface and ARC positions which resulted in a loss of 10 jobs, this leaves the local with approximately 1240 members.

1:26 – Good and Welfare (outstanding grievances & arbitration ruling):

The local is tentatively planning a GMM for Sunday 10/04/2020. Much of this will depend on Pandemic. Steward training and Executive board meeting and more is also planned for that time.

Susan Cowart has been removed from credit cards and Chuck Brein now has access. President Johnson credit has been increased from \$5k to \$10k.

The Union filed for Arbitration for Newtown Square over the Eyewear Dispensing Program, the union is awaiting the NLRB to return from the pandemic to hold that arbitration.

Davis/Latham step three for Guidelines has been tabled (awaiting the company agreement). The issue that was made when the union filed the grievance has not been any issue as of today as a result of the pandemic, however in agreeing to table the grievance, the Union does not waive its right to re-invoke the grievance at current step (Three), should this later again become a challenge.

There are a few step one grievances throughout bargaining units and going through the proper process.

The union received the ruling on the Arbitration filed for Visionworks over the use of the Apprentice Opticians. The Arbitrator rule in favor of the company. The Union posted that arbitration on the union website and has sent a notice to the members urging them to contact the state if they witness any further acts of violations, etc.

2:02 – Next Meeting:

Tentative meeting scheduled for Friday July 31st 2020 in Latham.

2:10 – Adjournment: