



Executive Board Quarterly Meeting 01/23/2021

In Attendance: Jason Johnson, Heather Duby, Charles Brein, David Buchholz, Jason Dornford, Jose Taveras / (Via phone) Ron Taylor

10:16 – **Meeting Called to Order/ Pledge of Allegiance:**

10:17 – **Review of Agenda:** 10:18 Agenda was adopted.

10:19- **Swearing in of Officers:**

The officers who were elected, Jason Johnson, Jason Dornford, Ron Taylor, Charles Brein, Heather Duby, Jose Taveras and David Buchholz took the oath of office.

10:25 – **Review of previous minutes:** President Johnson read the minutes from the previous ex board meeting.

10:30 – Previous minutes were adopted with modifications (Charles Brien updated the investments to reflect an investment balance of \$372,073.43 with a \$15,026.26, gain this was due to the period closing four days after month end.) Previous minutes adopted.

10:39 – **Trustee Audit Review:** Trustee Jose Taveras presented the audit findings from the first Fiscal Quarter of 2021. There were no omissions, vouchers and disbursements were accounted for.

10:40 – The Trustee Audit Review was adopted

10:45 – **Treasury Report:** Financial Secretary/Treasurer Chuck Brein presented the Treasury Report from the First Fiscal Quarter of 2021.

As of 01/23/2021, the checking account balance is:

\$224,942.38

The checking account balances for the past quarter:

10/01/2020

Beginning Balance:

\$239,379.95

10/31/2020

Ending Balance:

\$208,551.53

Net Profit/Loss:

\$30,828.42

11/01/2020

Beginning Balance:

\$208,551.53

11/30/2020

Ending Balance:

\$191,070.35

Net Profit/Loss:

\$17,481.18

12/01/2020

Beginning Balance:

\$191,070.35

12/31/2020

Ending Balance:

\$224,942.38

Net Profit/Loss: \$33,872.03

(The timing of dues being released by the CWA skus the profit and loss data for this period.)

10:44 – The Treasury Report was adopted

10:44 – **Investments Report**: Presented By Treasury/Financial Secretary Chuck Brein

Rockbridge Quarterly Statement:

10/01/2020 – 12/31/2020

Beginning Balance: \$372,073.43.

Ending Balance: \$410,579.93

Gain/Loss: \$38,506.50

A report from Nick Stancato at Rockbridge investments showed for the Fiscal year 2020 our investments are up 12.37%. The Franklin fund, where we used to hold our investments have returns of 2.22% for this same period, this report supports a positive trend that making this change has so far proven to be a great decision.

In spite of the challenges with Covid the local is ahead of the five-year goal to increase its investments from \$269,000.00 to \$500,000.00 that this board set when originally elected.

11:03 – Investment report adopted

11:16 – **Diversity Committee report:**

Committee Chairperson Jose Taveras presented report, At the last GMM it was decided the committee will have quarterly meetings with activity being shared on the Locals Facebook and the Optical Workers Facebook gossip page.

Activity has been slow in this quarter as Covid has made in person meetings complicated. Events that are being looked at are in solidarity with the national Vigils and similar events intending to bring attention to the different challenges of racial disparity pending approval to avoid controversial and divisive activity.

The committee lost member Christian Rubio and a candidate is being vetted in the Philly lab to represent a greater cross section of our bargaining units. The Committee is scheduled to meet again in April.

Jose Taveras is Scheduled to attend the IUE Diversity Meeting in February.

11:22 – Diversity report adopted

11:23 – **Women's Committee Report:** Presented by President Jason Johnson.

A meeting was held on 11/11 at Catherine Mann's for a dinner meeting. All members were in attendance with Annie Carnavale and Carmel O'Hanlon attending by phone.

They reviewed their schedule for the year including Women's History month plans. They also worked on mission statements and set up (the basics blocks) of the Facebook page.

12/9 A meeting was held at SandiLyn's house, they researched activities and volunteer opportunities, reviewed the CLUW activities and meeting schedule. (Annie Carnavale and Carmel O'Hanlon were unable to attend)

Next meeting is scheduled on 1/30 to finish the FB page details, do invites set plans for March volunteerism and Women's history month activities invites.

SandiLyn will be attending the IUE Women's committee zoom meeting on 02/09/2021

11:25 – Women's report adopted

11:26 Presidents Salary / Vehicle Expense / Medical Coverage / PTO:

Three years ago, after being elected the Executive Board discussed the salary of the President. A motion for a base salary of \$69,900 annually was presented by the president. This resulted in a cut of over \$11k from the previous Presidents outgoing salary. The Executive Board countered the proposal with an annual salary of \$72,000. The President deeply requested that his original motion be held with increases that aligned with the Davis Vison Latham Contract. Ultimately the board approved a salary of \$69,900, (and later confirmed by the membership at the annual GMM.)

As the term ended on 12/31/20 after all increases applied the presidents base salary sits at \$75,067. These cuts over the last three years saved the Local at least \$30,000.

In July the Union ended the Rebaldo payment which has also saved the Local an additional \$10,000.

The Local has lost twenty percent of our membership since Covid began which has impacted our revenue.

It was also mentioned that the president has made additional sacrifices as he no longer receives, STD, LTD, life insurance, 401k match, or even the contractual bonus. Medical, Dental, and Vision is under his wife's policy and he continues to contribute his share according to the DV schedule which saves the Local roughly \$250 a month vs getting coverage through the ACA.

President Johnson has gone without a raise for eighteen months and The IUE has a vehicle expense of \$550 a month for its staff reps.

A motion was made by President Johnson to propose a \$400 monthly vehicle expense starting in February of 2021, while keeping his salary at \$75,067 with raises of 2% in Feb 2021, 2.5% in April of 2022 and 2.9% in April of 2023, matching the Latham contractual raises as well as the Latham PTO (including PTO payout) and medical contribution structure.

Dave Buchholz made a counter motion to raise the vehicle expense stipend to \$450 which was seconded by Jason Dornford. Dave, Jason D and Heather Voted aye. Ron, Charles, Jose and Jason J voted nay. Counter motion was defeated.

Ron Taylor made a motion to increase the president's salary to \$76,067 and keep the vehicle Stipend at \$400 which was seconded by Heather. Ron, Heather and Charles vote aye. Dave, Jason D, Jason J and Jose vote nay. Counter motion defeated.

Jose Taveras made a motion that we agree to the base salary for now, as proposed by president Johnson but revisit the salary in one year and continue to discuss vehicle stipend. Motion was seconded by Chuck. Jose, Jason D, Heather, Ron and Charles vote aye, Dave abstained, Jason J nay, motion passed, salary adopted.

Jason Dornford proposed another vehicle stipend of \$475 which was seconded by Heather Duby. Jason D and Heather vote aye. Jason J, Dave, Charles, Ron and Jose vote nay, counter motion defeated.

Charles Brein proposed a counter vehicle stipend of \$500. which was seconded by Jose. Charles, Dave, Jose and Ron vote aye, Jason D, Jason J and Heather Duby vote nay, motion passed. \$500 car stipend adopted.

11:54 salary proposal adopted.

11:55 Mileage / Per Diem / Hotel Rules:

Hotel is provided when Union business is greater than one day or exceeds 10 hours in a day. Hotels are at government rate whenever possible, unless attending an IUE/CWA function.

Per diem provided anytime travel requires an overnight stay at government rate.

Mileage and toll reimbursement provided at government rate, (President mileage is at half government rate) 250 mile max one way unless travel requires multiple destination stops.

Flights for any travel greater than 250 miles one way that doesn't require multiple stops. If driving is chosen over a flight mileage is capped at 250 miles each way excluding trips that require multiple destination stops.

11:57 measure approved.

11:59 – Good and Welfare (outstanding grievances):

The step three grievance in Latham for guide line team was dropped as a result of contract ratification and the agreement on the new "white glove" team. There are also a few step one and step two grievances throughout all the other bargaining units.

The NLRB dismissed the charges at the Balester lab but deemed the company was inappropriate in their actions.

For Health Reasons, Andrei Yermakov has stepped down as Steward in Latham and the Union is looking to replace the position ASAP. The Union wishes all the best and we thank Andrei for his service to the Local.

Tentative dates for the CWA biannual convention in New Orleans are 8/12-8/18.

Tentative dates for the next GMM are 10/2-10/5.

12:05 – Latham Contract Updates:

The Latham contract was approved with a vote of 122-9 an approval rate of over 90%

12:08 – Next Meeting:

The next Executive Board meeting is scheduled between 4/1 and 6/30

TBD in Syracuse.

12:09 – Adjournment: