



## 2021 Second Calendar Quarter Newsletter

Hello Brothers & Sisters,

A lot has happened since the last newsletter.

First and foremost, I am pleased to announce that the Union and the Company has come to terms on a new 3-year tentative agreement at Vision works. Ballots are in the mail and the Local will count those ballots on 7/23/21. Some highlights include increases to minimums, increase to levels for Apprentices and Clinical Specialist. Wage increases including 3.75% in year one and 2.50% and 3.0% in year two and three. \$1.00 increase to 401k each year of the contract, changes to sick time and personal time and significant bonus's for LO that decide to take on an apprentice. We also came up with creative ways to address some of the work schedule issues you all have faced as well.

At Versant Health Latham, the union continues to fight for those impacted by the "In Contact" investigation and we are currently at a step 3 grievance with plans to file for arbitration if the company does not work with us on the grievance. We are expecting an answer from them very soon. In the mean time we were finally able to get some previous due incentives paid out to everyone.

At Value Visions, we reached an agreement with the company to increase everyone's wage that was below \$15 and not on probation to \$15.00 an hour.

I continue to make my rounds to visit all the locations in our bargaining unit by the fall, and to date I have visited over 62 shops in Visionworks, and have visited the two labs in PA. I plan to visit the remaining shops in Visionworks and Value Visions by September, and hopefully I can soon visit the Latham Call Center as well.

The Coronavirus pandemic is finally slowly getting behind us, and our way of life is slowly returning to normal. However, staffing at each unit continues to be an issue. I do however think that the there is light at the end of the tunnel, as I am seeing more orientations at Versant Health locations and initiation fees being sent from Visionworks.

One of the things the union has done since the last newsletter is secured its very own EAP program that specialize in COVID burnout and multiple zoom meetings have been held for members that are seeking some help or just better understanding of what all of us are going through.

The Local has recently resigned with NILICO life insurance and the no-cost accidental life insurance we provide is now up to \$3k per member.

Finally, the Union is currently working out the details for this years GMM. The tentative plan is to hold that meeting at the Saratoga Hotel and Casino on Sunday September 26<sup>th</sup> from 9am-12:30pm, details and RSVP will be coming out very soon.

Overall, we saw some real positives since the last quarter and like I said slowly life is returning back to normal. But that is not to overshadow all the struggles you all still face each day and still so much work that needs to be done. I can only hope as we move through the next quarter, we will only continue to see some positives from what was a very difficult year.

As I continue my journey to visiting all the shops, I look forward to seeing you all again or in some cases meeting you all for the first time.

In Unity  
Jason