



## **2021 Third Calendar Quarter Newsletter**

Hello Brothers & Sisters,

The first thing I should share is that we have a new ratified 3-year contract for Visionworks. Over 30% of the bargaining unit participated in the vote and it was ratified about 90%.

After the contract was complete, I spent a large majority of time this quarter going out and visiting the remaining locations that I haven't yet visited. I am proud to say that I have completed that journey and have visited every location during the 2021 fiscal year, completing that journey with the Visionworks store in Pittsburgh earlier this month. It was so great to see so many of you throughout the journey.

Just this week the union held its annual GMM meeting and while participation was down again this year (due to Covid). It was still a fun filled day of sharing information and spending an afternoon with each other.

Covid continues to plaque us and staffing is still an issue at just about every location. I just want to let every know we are aware; we hear you and we have conversations with management regularly about the issues.

Combined, there is roughly 200 open positions throughout the union, that the companies are actively and even desperately trying to fill. But it's not an easy answer, for each new person they hire, 2 leave. With safety and schools still being a major concern for people, many have decided to not enter back into the workforce yet. Women particularly are leaving the workforce in droves and our industry is dominated by women.

but I believe as we continue to work our way through covid and with the end of some enhanced government programs, we should see an uptick of people returning to the work force and this should help. For Visionworks, I get a monthly report of all the new hires and I have seen positive swings in hiring lately. but it's not going to happen overnight. It will take time to fill these positions, so we still have a long road in front of us.

As we move forward into the next fiscal year, we want to make sure that your safety remains a priority for us, we will continue to bargain any changes the company makes with covid, vaccines and more, and we will continue to monitor the staffing levels at each bargaining unit.

We also have quite a few open grievances throughout the bargaining units and we are aggressively fighting them. To date we have been relatively successful with either winning or agreeing to settlements that are positive in nature.

Finally, it is my goal to visit the Labs one more time this year and I hope to do that in Early October before we enter the holiday season.

In Unity  
Jason