



Executive Board Quarterly Meeting

04/23/2021

In attendance: Jason Johnson, Jose Taveras, Ron Taylor, David Bucholz, Heather DUBY
Jason Dornford, Chuck Brien, and Conniebeth Meyers.

10:13 **Meeting is called to order**

10:14 **Pledge of Allegiance**

10:14 **Review of Agenda**

10:15 agenda was adopted with one minor change

10:16 **Review of previous minutes**

Recording secretary Ron Taylor read the minutes from the previous ex board meeting.

10:30 previous minutes were adopted with minor modifications

10:31 **Trustee yearly review** - **David** Bucholz presented yearly review. With the exception of one missing report for payroll taxes from one payroll, there were no omissions. Treasurer Charles Brein will find the missing document and share.

10:32 - Trustee yearly review adopted

10:32 - **Treasury report** - Treasurer Chuck Brien presented the Treasury report.

As of 04/23/2021, checking account balance is:

The Checking account balance for the last quarter: 01/01/2021 Beginning - \$224,942.38
01/31/2021 Ending - \$227,156.43, Net gain/loss: \$2,214.05, 02/01/2021 Beginning - \$227,156.43, 02/28/2021 Ending - \$ 228,528.76, Net gain/loss: \$1,372.33, 03/01/2021 Beginning - \$228,528.76, 03/31/2021 Ending - \$220,122.51, Net gain/loss: -\$8,406.25

Total Net gain/loss: -\$4,819.87

10:39 - treasury report adopted

10:39 - **Investment report** - Treasurer/financial secretary Chuck Brien presented report.

Rockridge Quarterly Statement:

01/01/2021 - 03/31/2021

Beginning Balance: \$410,579.93

Ending Balance: \$426,186.81

Gain/loss: \$15,606.88

10:50 - Investment report adopted

10:51 - **Diversity Committee Report**

Committee chairperson Jose Taveras presented report. The Diversity committee vacancy was filled by Union member Ron Taylor. Jose attended IUE Ambassdor meeting the topics of discussions (setting goals, tools to reach the goals, more communication). On 03/06/2021 the committee had meeting discussing wage income gap. 04/08/2021 - 04/09/2021 IUE meeting focusing on the role the Union plays in achieving equality. Next Diversity meeting schedule for sometime in June.

10:57 - Women's Committee Report - Presented by President Jason Johnson

Review of/outcome of previous meetings task: Facebook page completed. posted Women's history stories during Women's history month (March). Reached out to local Women's shelters. Brighter tomorrow did not return emails or phone calls to Carmel. YWCA and Unity house of Troy Equinox of Albany was contacted by SandiLyn. Requested wait to assist/volunteer donation until more COVID related restrictions were lifted.

Current news/Future focus: Women's committee participation in the Wal-mart/GE LED protest. Discussed need to expand membership to get more accomplished. Goal is to have at least one member in each location - non steward if possible. There will be recognition of all Women in the Local for National Daughter's Day (09/25/21). Next meeting set for 05/22/2021,

11:03 - Political Action Committee/Organizing Committee

President Johnson announced that 2 more committees were formed. A PAC consist of Jose Taveras, Andrei Yermokov, and Chairman Jason Dornford and an Organizing Committee consist of Jose Taveras, David Simmons, and Chairman Ron Taylor.

11:04 - Visionworks Contract Negotiations/Store travel

Surveys were sent out in March. President Johnson received over 200 back (about 30%) and they have been reviewed. Tentative dates to meet with Company are for the weeks of 05/24/2021 and 06/14/2021. The Committee consist of President Johnson, IUE staff rep Rob Macherone, Legal Counsel Sara Ruhlen, Vice President/Lead Steward Jason Dornford, LI Regional Steward Kim Idzinski, MA Regional Steward Michelle Fielding, Treasurer/Lead Steward/NYC Regional Steward Chuck Brien, Trustee/Central Region Steward Heather Duby, and Trustee/Western Region Steward David Buchholz. A meeting is tentatively planned with the membership and the IUE by zoom scheduled for 05/02/2021.

President Johnson has visited over 30 stores between the Eastern and Central Region so far. The President is set to visit NYC/LI/Westchester in May. The President goal was to visit at least 60 stores (half) before contract negotiations begin and finish the rest of the stores after negotiations.

11:15 - Capitol District AFL-CIO

President Johnson proposed that our local joins a local AFL-CIO Labor Federation. The capitol district makes the most sense, since the largest percentage of our members are in that area. It would consist of 200-300 members at approximately .20 cents per member/per month. Vice President Jason Dornford made a motion and the Executive board voted unanimously in favor of joining the Capitol District AFL-CIO.

11:30 - Capitol District AFL-CIO adopted.

11:30 - HCAMS

President Johnson has been in contact with a health partner group HCAMS. President Johnson proposed that we have a Union based EAP. There will no direct cost to members and no cost to the union. Any cost related issues will go through health insurance plans. In partnership with HCAMS they will work with our members on any deductible cost. Executive board member Jose Taveras made a motion on this topic, and the Executive board voted unanimously in favor of joining HCAMS EAP.

11:40 - HCAMS was adopted

11:41 - CWABiannual Conference

The conference was moved to October. Due to COVID related concerns it's possible that only delegates made be allowed to attend with proof of Vaccination.

11:43 - GMM

Because of the change to the CWA Biannual conference, the general membership meeting has been moved to September. Possible dates are 09/25/2021 - 09/28/2021.

11:45 - Steward update/training

There are two shop steward vacancies in Visionworks and one vacancy in Newtown Square. Please welcome our newest shop steward Carla McClain Davis Vision, Latham location. The Union recently lost Gunner Leinhan as a shop steward from Visionworks. However, we are pleased to announce that he will stay within the union since he took a position at Value Visions. The Union has as many as 12 stewards that will need training this year. President Jason Johnson proposed that we increase our steward training budget this year from \$6,000 to 24,000 due to the increase in stewards that need training. Recording Secretary Ron Taylor made a motion to increase and the Executive board voted unanimously in favor to increase budget this year.

11:51 - New budget adopted

11:51 - Good and Welfare

The Union has a step three in Latham and a step two in Newtown Square. The Union completed 18 step twos for the "inContact" investigation and is awaiting the Company response. If Company response is not to Union satisfaction President Johnson proposed arbitration for all cases as needed. Trustess David Buckholz made a motion and the Executive board voted unamously in favor of going to arbitration as necessary.

11:59 - Arbitration adopted

12:00 - Next meeting

Tentative set for the same week as the GMM in September

12:02 - Adjournment