



Executive Board Quarterly Meeting

10/09/2021

In attendance: Jason Johnson, Jason Dornford, Charles Brien, Dave Buchholz, Heather Duby, Jose Taveras and Conniebeth Myers. Absent: Ron Taylor

9:42 **Meeting Called to Order.**

9:43 **Pledge of Allegiance.**

9:44 **Review of Agenda.**

9:45 Agenda Adopted.

9:46 **Review of Previous Minutes:**

Vice President Jason Dornford read previous minutes,

9:50 Previous meeting minutes adopted.

9:51 **Trustee Audit Review:**

Trustee Heather Duby presented review, all receipts and vouchers were accounted for and there were no omissions. Fourth quarter disbursements were properly accounted for as reported.

9:53 Trustee report adopted.

9:54 Treasury Report:

Treasurer Charles Brien presented report. Cash balances for the fourth quarter are as detailed below.

July starting balance, \$249,113.71, ending balance \$249,051.74 (net \$61.97 loss) August starting balance, \$249,051.74, ending balance, \$254,745.69 (net \$5693.95 gain)

September starting balance, \$254,745.69, ending balance \$239,794.41 (net \$14,951.28 loss)
Net \$9319.30 loss for the quarter.

9:57 Treasury report adopted.

9:58 Investment Report:

Treasurer Charles Brien presented report. Investment balances for the fourth quarter are as detailed below.

July starting balance, \$446,266.58, ending balance \$448,506.28 (net \$2,390.70 gain)

August starting balance, \$448,508.28, ending balance, \$454,860.64 (net \$6,354.36 gain)

September starting balance \$454,860.64, ending balance, \$442,137.92 (net \$12,722.72 loss)
Net \$4,128.66 loss for the quarter.

10:03 Investment report adopted.

Under the current Executive board, they have set a goal to reach \$500,000.00 in the investment fund by the end of its second term. With a current balance in the investment fund sitting at \$442k and the General fund sitting at \$239k and no monies investing since 2019. President Johnson proposed to move up to \$40,000.00 from the general fund to the investment fund as we have no contract negotiations and should have lower overhead over the 2022 Fiscal year. If approved, with the uncertainty of the current market, this transfer would not take place until the market settled and President Johnson would send an email to communicate the transfer before it takes place.

10:17 Proposal unanimously adopted

10:18 Diversity Committee Report:

Committee chairperson Jose Taveras read report. The committee had a meeting on 10/06/2021

At this meeting a mission statement was finalized:

To promote a collective of respect and sensitivity to our diverse membership, especially underrepresented groups like gender, race, culture, and sexual orientation. And to advocate for the same in the workplace. To call members to treat their colleagues with respect by listening to different viewpoints, opinions, thoughts and ideas.

Determined to sponsor a "Diversity Unity Day." Date TBD. Buttons were designed and ordered for members to wear for this event.

The Committee contacted a representative of the Capital Labor Federation, Mark Emanation and look to partner with him and the federation to participate in serving the community in a future local food drive.

Next Meeting date TBD at some point in the winter

10:23 Women's Committee Report:

With the close proximity to the previous meeting, no update was given since last meeting 9/25/2021.

10:25 Political Action Committee Report:

With the close proximity to the previous meeting, no update was given since last meeting 9/25/2021.

10:26 Organizing Committee Report:

President Johnson reported that committee member David Simmons has left the company. As a result, the organizing campaign at Syracuse labs is on pause as we seek a replacement and plan next steps.

10:29 Safety Committee Report:

With the close proximity to the previous meeting, no update was given since last meeting 9/25/2021.

10:32 Good and Welfare:

President Johnson proposed: Expense and lost time submittals must be received by the local within 90 days of the event. Mirroring the CWA protocol. It was also proposed that checks will not be reissued after 60 days or expiration date of original check.

10:34 Proposals unanimously adopted.

President Johnson shared a letter from a member that attended their first GMM. It was complimentary about the efforts made and their overall experience at the event.

Heather Duby announced that she is resigning from Visionworks effective 10/31/2021 which will also require her resignation from all Union positions, Heather will be greatly missed and the local thanks her for her service.

The Union will be sending a notice of midterm election for the vacant position of Trustee in accordance with Constitutional protocol.

Additionally, there are empty seats on the election committee, Bethany Rose of Visionworks has been unanimously nominated, appointed and confirmed for one seat. Jennifer Mckinney of Visionworks has been unanimously nominated for the other empty seat and we are awaiting her acceptance.

Outstanding Grievances

There is a class action step 3 grievance for the level two incentive at Versant Health Latham, this meeting was held on 10/08/2021. The Union is expecting a response from the company by 10/19. If the Union finds the company response unsatisfactory, the board unanimously approved to move the grievance to arbitration.

There is a class action step 2 grievance at Versant Health Latham regarding improper raises, the company has made corrections for some, but is refusing to retroactively make these associates whole. If no resolution is met at step 3. The board unanimously approved to move the grievance to arbitration.

Additionally, there is also as class action step 2 grievance in Versant Health Latham for 15 members which the company did not agree that their raises were incorrectly calculated. If no resolution is met at step 3. The board unanimously approved to move the grievance to arbitration.

There are a couple of step one grievances across the bargaining units.

Treasury/ Financial Secretary Chuck Brien is in need a new computer due to outdated compatibility issues with the current one (as the current computer is over 10 years old) President Johnson proposes to use \$2000.00 of the supplies budget to get the Treasurer a new computer. Proposal was unanimously approved.

11:19 Next meeting tentatively scheduled for February of 2022, date TBD, in Syracuse NY.

11:20 Meeting adjourned.