



Executive Board Quarterly Meeting  
02/18/2022

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

12:02 Meeting called to order.

12:03 Pledge of Allegiance.

12:04 Swearing in of Gunnar Lenihan as Trustee.

12:06 Review of Agenda.

12:07 Agenda Adopted.

12:08 Review of Previous Minutes:

Vice President Jason Dornford read previous minutes.

12:14 Previous meeting minutes adopted.

12:15 Trustee Audit Review:

Trustee Dave Buchholz presented the review, all receipts and vouchers were accounted for and there were no omissions. First Quarter disbursements were properly accounted for as reported.

12:18 Trustee Review Adopted.

12:19 Treasury Report:

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

Oct.-Beginning Balance. 239,794.41 Ending Balance, 246,766.82 Change, 6,972.41  
Nov.-Beginning Balance. 246,766.82 Ending Balance, 213,577.96 Change, (33,188.86)  
Dec.-Beginning Balance. 213,577.96 Ending Balance, 202,293.13 Change, (11,284.83)  
First fiscal quarter change, (37,501.28)

12:24 Treasury Report Adopted.

12:25 Investment Report:

Treasurer Charles Brien presented report. Investment balances are as detailed below.  
Oct.-Beginning Balance. 442,137.92 Ending Balance, 454,485.70 Change, 12,347.78  
Nov.-Beginning Balance. 454,485.70 Ending Balance, 486,580.61 Change, 32,094.91  
Dec.-Beginning Balance. 486,580.61 Ending Balance, 498,034.38 Change, 11,453.77  
First fiscal quarter change, 55,896.46

12:31 Investment Report Adopted.

12:32-1:02 Break

1:03 LM-2, 990's, Audit Review:

President Jason Johnson presented the details of the LM-2, 990's and Audit conducted by our accounting firm Bonadio. The Board reviewed the details of these reports and was unanimously accepted.

1:33 LM-2, 990's and Audit Reviews Adopted.

1:34 Diversity Committee Report:

Committee Chairperson Jose Taveras read the report. The Committee sponsored a Unity Day on Dec 22, 2021. Buttons were ordered for members to wear. Members were encouraged to wear buttons and/or red shirts and photos were taken and submitted to the IUE. Photos were also posted on the Diversity Committee FB page.

In recognition of Black History Month, there will be weekly posts to the FB page related to the theme of Black History.

Next meeting will be in second quarter of 2022, date TBD

1:35 Women's Committee Report:

President Jason Johnson read the report.

Meeting December 21, 2021

Catherine Mann of Versant Health was leaving the company and therefore stepping down from the committee.

Layouts for postcards and posters for break rooms were discussed, planning for Women's History Month in March 2022.

Meeting February 5, 2022

The committee reviewed upcoming CLUW eliminate bias program, finalized postcard layout, discussed when/where to meet for labeling/stamping (would defer to president Johnson), some discussions were held regarding March, Summer & Fall plans.

1:39 Political Action Committee Report:

Committee Chairperson Jason Dornford read the report. The Political Action Committee had a meeting on 1/31 and 2/6 2022. The Committee is committed to participating in the IUE/CWA efforts of supporting the PRO ACT and being involved in additional actions such as IUE/CWA Phone Banking initiatives. The committee is also working on ideas to encourage participation in the Unions Political Action Fund.

The Committee has also finalized a mission statement:

Raising awareness of the connection between Labor and Politics and encouraging participation in this process.

Next meeting TBD for late March or early April.

1:41 Organizing Committee Report:

Trustee Jose Taveras read the report.

10/7/21 Organizing Committee discussed creating a mission statement and creating a Facebook page. Mission statement worked on for edit/approval for the next meeting.

12/7/21 The Organizing committee met with the IUE via video conferencing to discuss current organizing campaigns. The IUE and the Local have shifted their focus from organizing the Optogenics lab in Syracuse to an organizing campaign of the Visionworks retail stores in PA in 2022. More details will be available in the upcoming weeks.

2/1/22 The Organizing Committee edit/approve a mission statement and develop a Facebook Group. The Facebook Group entitled IUE-CWA Local 81408 Organizing Committee was created and launched 2/1/22. The mission statement is still under construction and will be edited and approved at the next quarterly Committee meeting May 2022 date TBD.

1:43 Safety Committee Report:

Trustee Gunnar Lenihan read the report.

On 11/15 &16, 2021, Ken Stuppy, Gunnar Lenihan and Conniebeth Myers attended a 10-hour General Industry Safety and Health zoom meeting. This CWA course was taught by Reginald Morgan and arranged by Debra Fischer from the IUE-CWA. The course covered the purpose of OSHA and its involvement in safety in many business environments. It included topics like 'blood-borne pathogens', 'PPE' and 'Risk Assessment' and all other important information about the pandemic. Each attendee received a certificate of successful completion.

The committee has also established a Facebook page under 'Local 408 Safety Committee'. It is a public page to be used by union members to provide information about the current pandemic Covid-19 and for any future airborne contagion. Liking the page allows the committee chairperson to invite union members to a private group where anything can be said or posted. It includes a link to the [opticalworker.org](https://opticalworker.org) webpage as well as a message button. The page also has a gmail link to [local408safety@gmail.com](mailto:local408safety@gmail.com).

On Friday, 2/4/2022, A text chain meeting was held (President Johnson attended the meeting) President Johnson likes the Facebook page, asked to add a private group. A discussion was held to have the page encompass all aspects of safety.

1:46 Steward/ Executive Board Update:

Trustee Heather Duby resigned from her employment at Visionworks on 10/31/2021 which requires resignation from all Union positions. A notice of midterm election for position of Trustee was communicated with the membership following the rules outlined in the local's Constitution.

Gunnar Lenihan was nominated for Trustee, securing the required nominating signatures and was unopposed for this position. Gunnar was therefore elected and sworn in as Trustee on 02/18/2022.

Joe Rizzo Steward for Value Vision resigned on 12/24/2021 therefore resigning his position as Steward. The Union thanks Joe for his service. Gunnar Lenihan was appointed as Steward for Value Vision.

Reggie Smith was appointed as third shift Steward at New Town Square.

1:52 Good & Welfare:

The step three class action grievance for the level two incentive at Versant Health Latham was settled successfully.

The step two class action grievance regarding retroactive raises at Versant Health Latham was escalated to step three and was successfully settled.

The step two class action grievance for improper raises at Versant Health Latham was escalated to step three. The step three meeting was conducted and was unsuccessful. The Union will not be pursuing arbitration.

2:05 Next Meeting:

Date TBD possibly in April.

2:07 Meeting Adjourned.