



10/09/22 General Membership Meeting Minutes

In Attendance: Jason Johnson, Jason Dornford, Chuck Brien, Ron Taylor, Jose Taveras, Dave Buchholz, Gunnar Lenihan, Conniebeth Myers, members of local 81408 and IUE-CWA Staff Rep Rob Macherone.

10:11AM-Meeting Called to Order

10:12AM-Pledge of Allegiance

10:13AM-Review of Agenda

Motion – President Johnson made a motion to have Agenda revised. So that guest Speaker would have time to address Union members. Motion Accepted - Unanimously

10:14AM- Revised agenda adopted.

10:15AM-Introductions

President Johnson introduced the members of the Executive board, Diversity Committee, Women's Committee, Safety committee, Organizing Committee, Political Action Committee, Shop Stewards of each bargaining and special guest IUE-CWA Staff Rep Rob Macherone.

10:17AM-Ice Breaker

A meet and greet exercise for all members was performed, along with photos of all Local 408 Union members that attended.

10:31AM-State of the Union/2023 Budget: President Johnson addressed the Local.

Moment of silence for lost members John Laurin and Deborah Nogueira and any others we lost may not have been made aware of.

Previous Year Achievements

Staffing is the single biggest topic across all bargaining units, and we are doing everything in our power to continue to meet with the companies to stay on top of this.

1. Days ago, A brand new 3-year contract for Balester Optical Ratified at 100%. Highlights include increase to 401k, Increase to disability coverage and yearly increases at an average of 8%,3%, 3%.
2. In January Mid-term wage increases negotiated for Davis Vision NTS.
3. In January the union negotiated a new Incentive plan at Visionworks, where we are currently seeing an increase of about 12% overall for 60% of the bargaining unit.
4. Balester Optical won small lab of the year for the second year in a row.
5. In March, Value Visions many employees saw a larger increase than what was outlined in the contract.
6. In March, the Women's Committee Sent post cards thanking the Women of our local for all that they do.
7. The Local was recognized in a recent IUE-CWA BOLT Newsletter thanks to the work of our Diversity Committee. Additionally, our local was in the newest issue of IUE-CWA Bolt Newsletter as well, that was just received days before the GMM as well.
8. In April, the Local sent Steve Poston from the Diversity Committee to the IUE-CWA Diversity Ambassador Meeting in Georgia.
9. In June, the Union and Davis Vision NTS & Latham negotiated an additional Floating Holiday.
10. In June, the Local Sent Carmel O'Hanlon from the Women's Committee to the IUE-CWA National Women's Program in Washington DC.
11. Jose Taveras and Michelle Fielding were selected to be a mentor and mentee in the IUE-CWA Mentorship program.
12. In June President Johnson attended the CWA Presidents Meeting and Legislative Political Conference in Washington DC (which he was selected to be an observer at the CWA Presidents Meeting.)
13. In July President Johnson and a few members of the Executive Board attended the IUE-CWA Divisional Meeting and Training in Las Vegas NV.

14. In August, 14 of the local's Stewards attended IUE-CWA Steward Training in Windsor Locks CT.

15. In August, the Union and Davis Vision Latham negotiated permeant work from home.

16. In August, the Union and Value Visions Bargained an agreement on a company handbook.

17. In September, the Women's Committee held a collection for Women's hygiene products to donate to Women's shelters in the Capitol Region and Long Island, combined they raised over \$500 worth of Women's care products.

18. In September, the Organizing Committee held a Picnic at the park for members and their families in the Long Island Region.

19. Recently there was a Relauched of the union's website.

20. New Stewards were appointed. Joe Rizzo of Visionworks Western Region & Reggie Smith of Davis Vision NTS.

21. Catherine Mann of Davis Vision Latham & Michelle Fielding of Visionworks were recently appointed to the Women's Committee. Also, Carmel O'Hanlon was recently named chairperson.

22. Carmel O'Hanlon was recently appointed to the Organizing Committee.

Coming Year

1. CWA District 1 Meeting
2. Contract Negotiations Davis Vision NTS
3. Retail Location Visits
4. Quarterly Lab Visits
5. CWA Convention
6. Davis Vision Latham Contract Negotiations
7. GMM

- *It is also an Election Year*

10:59AM-2023 Budget Proposal

CWA Convention: \$15,000
GMM: \$15,000
Retail Location Visits: \$15,000
Quarterly Lab Visits: \$8,000
Quarterly Executive Board Meetings: \$10,000
Supplies: \$5,000
Steward Training: \$10,000
Women's Committee: \$5,000
Diversity Committee: \$5,000
Safety Committee: \$5,000
Organizing Committee: \$5,000
Political Action Committee: \$5,000
Balester Contract Negotiations: \$5,000 (Complete)
Versant Health NTS Contract Negotiations: \$30,000
Versant Health Latham Contract Negotiations: \$30,000
Administration and Contract Services: As needed

11:04AM-Budget Adopted

11:05AM-Guest speaker (IUE-CWA Staff Rep Rob Macherone)

11:24AM-Executive Board Meeting Minutes
Presented by Recording Secretary Ron Taylor with reports furnished.

11:26AM-Executive Board Meeting Minutes Adopted

11:27AM-Trustee Audit Review
Presented by Trustee Gunnar Lenihan with reports furnished.

11:30AM-Trustee Audit Report adopted.

11:31AM-Treasurer Report
Presented by Treasurer Chuck Brien with reports furnished.

11:36AM-Treasurer Report Adopted

11:37AM-Investment Report
Presented by Treasurer Chuck Brien with reports furnished.

11:41AM-Investment Report Adopted

11:41AM-Diversity Committee Report
Presented by Committee Chair Jose Taveras.

The committee continues to volunteer with Street Soldiers Schenectady helping distribute needed supplies in the community. Ron Taylor will explore opportunities in his area to give back to the community.

The Diversity Committee was present at the recent picnic sponsored by the Women's committee in Long Island. Photos with diversity posters were taken and posted on the FB page to keep the conversation going.

The Diversity Committee FB page posted a reminder that we are in Hispanic Heritage Month. Shirts with the Diversity logo have been ordered and received. The committee will conduct ongoing discussions for a date to sponsor another Unity Day.

Committee member Steve Poston will be attending the IUE-CWA Diversity Ambassadors Meeting in November in Greensboro NC.

11:51AM-Womens Committee Report
Presented by Committee Chair Carmel O'Hanlon.

The Women's committee welcomes Michelle Fielding as new member. The Committee voted and elected Carmel O'Hanlon as Women's committee Chair.

The Women's committee has agreed to have T-shirts made pending Logo agreement. They will explore the need for having a more visible presence in our communities by way of volunteering with other Locals and charitable organizations.

Projects for the new year will include Feminine Hygiene collection, banners being made for the Local and shared by all five committees. STEM science program to be offered in the Winter and Spring school breaks.

11:55AM-Political Committee Report
Presented by Vice President Jason Dornford.

On 10/08/2022 the Local 408 Political Action Committee held a meeting in Malta NY. In attendance were Committee Chair Jason Dornford, Committee member Andrei Yermakov and President Jason Johnson.

Discussions included actions since the last meeting which include Committee member Jose Taveras Demonstrating in Unity with the Amazon workers in Albany. Jose also designed a Logo for the committee.

The Local continues to support the International in their campaign to raise awareness of and to voice approval of bringing the PRO-ACT up for a vote in Senate. The Committee is in the process of compiling a list of candidates we endorse for the upcoming midterms. These endorsements will be based solely on the candidate's commitment to and demonstration by action of being PRO Union and Pro Labor. We will endorse candidates from all parties that meet this criterion. We will also call out candidates who work in opposition of these causes regardless of party. Committee Chair Jason Dornford will be raising awareness of these candidates in the Rochester area, with the hope of partnering with other locals toward this cause. Committee members Andrei Yermakov and Jose Taveras will work towards raising awareness of these candidates in the Albany area.

The Committee is planning to get Polo shirts for its members to show Local 408 Unity when acting in service of the Committee. Committee Members Andrei Yermakov and Jose Taveras who were recently

appointed as delegates to the Capitol District AFL-CIO, will be attending the Annual Labor Federation Meeting on October 22nd.

Committee Chair Jason Dornford and Committee member Andrei Yermakov will be attending the CWA Legislative Political Conference in 2024.

Finally, The Committee discussed the CWA PAF/COPE and the importance of it and a plan to get more members involved. (PAF/COPE cards were passed out at the GMM)

Question: Joe Rizzo, Visionworks Western Region: Does the Union have a specific way they will deliver Volunteer Political Action donation cards to members?

Answer: Yes, the Political Committee will work with the local Stewards to make sure that they are being passed out at new hire orientation and new members are being contacted at Visionworks.

Point of Order: Carla McClain, Davis Vision Latham: I just wanted to thank the Local and IUE-CWA for communicating on candidates that the Union are supporting.

Question: Jose Taveras, Davis Vision Latham. Once the Volunteer donation forms are complete, to whom does the Union member give them.

Answer: They are to given to your Local shop stewards who with then turn them in to the company.

12:05PM-Organizing Committee Report
Presented by Committee Chair Kim Idzinski.

The Mission of the Organizing Committee is to grow our Local and strengthen our membership through organizing campaigns that will raise the lives of workers by unifying their workplace and empower there voices to be heard on issues of fair wages, safe working conditions, and through collective bargaining to secure a union contract.

8/4/22 discussed internal organizing events and scheduled a picnic for 9/18/22 at Sunken Meadow State Park King Park Long Island for members and their families. Goal was to get people together for an interactive event. 9/18/22 Picnic held on Long Island was a success. We had about twenty-two people attend. CWA Local 463 loaned us an IUE-CWA banner to display at the event. Everyone in attendance felt it was a positive event.

10/8/22 Organizing Committee Quarterly Meeting Internal Organizing- Picnic was a success. We plan to hold more events like this in other regions as well. Capital District, MA, and PA is in consideration. With careful planning, a couple of these events can be held in the next year and purchase a banner of our own with our Local 408 insignia for use in all Local activities

. External Organizing- Organizing efforts by the IUE of the Visionworks stores in PA are difficult but moving forward. There has been renewed interest from the Optogenix lab in Syracuse about organizing. The local continues its ongoing efforts with the IUE in organizing the Licensed Opticians at Ohio State University with CWA involvement. Facebook presence- Facebook Group entitled IUE-CWA Local 81408 Organizing Committee keeps growing with fifty-one members.

Point of Order: Jose Taveras, Latham. Noted that the Union banner used for picnic was Union made.

12:12PM-Safety Committee Report
Presented by Committee Chair Ken Stuppy.

The safety committee's last meeting was 10/3/22. Reiterated the Safety committee was formed in response to NYS Hero's act, a place where management and members can share needs and actions to react to airborne infectious diseases such as Covid 19. Covid has subsided, and NYS has removed it as a public safety concern. In preparation for a future pandemic, a public Facebook page has been created. You can find it at "Local 408 Safety Committee". This site is where members and management would be invited to discuss and share actions needed to keep everybody safe. Let us hope it is never needed!

This past fiscal year, the safety committee has met multiple times. Last fall, three of the four members were certified in the 10hr OSHA course. This training was offered through the IUE-CWA. Ron Taylor is working with the IUE-CWA to become certified CPR/AED/First-Aid trainer. President Johnson has set a goal to have Ron train all the Stewart's in CPR/AED/First-Aid, by the 2024 GMM meeting, and. Also be able to offer it to the general membership as well at no cost to the member! President Johnson has set a goal to have every have two union members with CPR/AED/First aid certification.

President Johnson proposed the Safety Committee design a Logo for committee T-shirts.

12:17PM-LM-2 Report
Presented by Trustee Dave Buchholz. With reports furnished. All reports submitted timely.

12:21PM-LM-2 Report Adopted

12:25PM-Door Prizes: \$100 gift cards: Sha'bre Barnett and Sue St Gelais, Jacket: Gunnar Lenihan, Women's watch: Allison Ingber, Men's watch: Kevin Swart

12:34PM-Adjournment