



### Executive Board Quarterly Meeting 10/08/2022

In attendance: Jason Johnson, Jason Dornford, Ron Taylor, and Gunnar Lenihan, Chuck Brien, Dave Buchholz, Conniebeth Myers. Absent Jose Taveras. In observance: Ken Stuppy, Kim Idzinski, and Carmel O’Hanlon.

4:00PM **Meeting is Called to Order**

4:01 **Pledge of Allegiance**

4:02 **Review of Agenda**

4:03 Agenda was adopted

4:04 **Review of Previous Minutes**

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

4:07 Previous Minutes were adopted.

4:08 **Trustee Audit Review** – Gunnar Lenihan presented Audit review. All receipts and vouchers were accounted for and there were no glaring omissions.

4:09 - Trustee Audit review adopted

4:10 - **Treasury Report** - Treasurer Chuck Brien presented the Treasury report.

As of 10/08/2022, checking account balance is:

The Checking account balance for the last quarter: 07/01/2022 Beginning - \$277,829.85  
07/31/2022 Ending - \$268,413.60, Net gain/loss: (\$9,416.25), 08/01/2022 Beginning -  
\$268,413.60, 08/31/2022 Ending - \$ 262,166.38, Net gain/loss: (\$6,247.22), 09/01/2022  
Beginning - \$262,166.38, 09/30/2022 Ending - \$248,297.51, Net gain/loss: (\$13,868.87)

Total Net gain/loss: (\$29,532.34)

4:12 - Treasury Report adopted

4:13 - **Investment Report** - Treasurer/financial secretary Chuck Brien presented report.

Rockridge Quarterly Statement:

07/01/2022 - 09/30/2022

Beginning Balance: \$419,951.42

Ending Balance: \$394,158.87

Gain/loss: (\$25,792.55)

There were no deposits or withdrawals made. Gain/loss was purely from market changes.

4:15 - Investment report adopted

4:16 – **Diversity Committee Report**

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.

#### **4:19 – Women’s Committee Report**

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.

#### **4:21 – Political Action Committee Report**

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 22<sup>nd</sup>.

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)

#### **4:34 Organizing Committee Report**

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 their 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- the picnic was a success. We plan to hold more events like this in other regions as well. Capital District, MA, and PA are 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.

#### **4:49 – Safety Committee Report**

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.

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 Stewards 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 union members with certified CPR/AED/First aid certification.

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

#### **4:53 – 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

5:08 – Budget adopted

#### **5:09 Balester Contract Negotiations**

Balester contract ratified. Highlights include Increased 401k, disability benefits, and wage increases 8%, 3%, and 3%.

#### **5:10 – Value Vision visits**

The week of October 21<sup>st</sup>, 2022, President Johnson will meet with new partners and do store visits.

#### **5:11 – Good & Welfare**

There are two step 2 grievances in Latham. Grievances are scheduled for October 12<sup>th</sup>, 2022. There are two step 2 grievances in NTS, the Union is waiting on the Company to respond to the Union proposal. The Union is prepared to arbitrate all 4 grievances if needed. There are also various step 1 grievances throughout multiple bargaining units.

**5:33 – Next meeting**

Tentative for February 2023 in Syracuse, NY.

**5:34 - Adjournment**