



Executive Board Meeting 02/17/2023

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

11:52 Meeting called to order.

11:53 Pledge of Allegiance.

11:54 Review of Agenda.

11:56 Agenda adopted.

11:57 Review of Previous Minutes-Vice President Jason Dornford read the minutes from the previous Executive Board Meeting.

12:14 Previous minutes adopted with modification for spelling and grammar.

12:15 Trustee Audit Review-Trustee Gunnar Lenihan presented the Trustee Audit Review. All receipts and vouchers were accounted for and there were no glaring omissions.

12:17 Trustee Audit Review adopted.

12:18 Treasury Report-Treasurer Chuck Brien Presented report.

As of 12/31/2022 The checking account balance is, \$262,863.02.
Checking account balances last quarter.

Date	Beginning Balance	Ending Balance	Change
10/01/2022	248,297.51	228,135.14.	(20,162.37)
11/01/2022	228,135.14	257,422.51	29,287.37
12/01/2022	257,422.51	262,863.02.	5,540.51
Fiscal Quarter change \$14,565.51			

12:21 Treasury Report adopted.

12:22-12:59 PM Lunch Break.

12:59 Investment Report-Treasurer Chuck Brien presented Report.

Date	Beginning Balance	Ending Balance	Change
10/01/2022.	394,158.87	408,055.25	13,896.38
11/01/2022.	408,055.25	432,312.12	24,256.87
12/01/2022.	432,312.12	419,386.07	(12,926.05)
Fiscal Quarter change \$25,227.20			

1:02 Investment Report adopted.

1:04 Diversity Committee Report-Committee Chair Jose Taveras presented report.

Meeting Date 2/15/2023

The committee continues to volunteer with Street Soldiers Schenectady helping distribute needed supplies in the community.

The Diversity committee sent Steven Poston as our representative to the IUE-CWA Diversity Ambassadors Training on November 14-15, 2022 in Greensboro NC. The training covered implicit bias in the workplace.

The Diversity Committee FB page is posting content relevant to Black History Month. Shirts with the Diversity logo have been received and distributed so that we are visible in the community.

The committee will conduct ongoing discussions for a date to sponsor a Unity Day sometime in the 2nd quarter. Next meeting TBD in the 2nd quarter 2023.

1:07 Women's Committee Report - President Jason Johnson presented report.

Meeting was conducted via phone call

Finalized Date for STEM project for July 15, 2023. Program will be open to girls age 8-12 who are children/grandchildren of union members. There will be 20 spots available. The volunteer scientist is Jenna, a Mechanical Engineer. She designs submarines for the US Navy.

Shirt LOGO needs to be finalized by February 15th.

The Women's Committee will continue to partner with Equinox in Troy for Adult diapers for the older residents. Michelle F. is looking into two shelters in the greater Boston area to partner with for our next Feminine Hygiene Collection. Carmel will continue to work with Brighter Tomorrows in the Long Island region.

Next meeting scheduled for March 15th, 2023

1:10 Political Action Committee Report-Committee Chair Jason Dornford presented report.

Meeting Date 02/08/2023:

Jason and Andrei will be going to their local board of elections to canvas candidates to support and stand in solidarity at campaign events for these candidates.

The Committee will make a final decision on the design of shirts to show Local 408 presence when taking action at our next meeting.

The Committee will continue to partner with the IUE in actions that promote pro Labor candidates and initiatives. We will also continue our work toward educating members on the Importance of the Political Action Funds.

Next meeting TBD, late March Early April 2023.

1:15 Organizing Committee Report-Committee Member Jose Taveras presented report.

Organizing Committee Quarterly Meeting 1/31/23

The Local was successful in organizing the Plymouth Meeting, PA Visionworks location on 11/10/22. Contract negotiations are set for 2/15/23.

The September 2022 Picnic in the Park was discussed. It was deemed a success. Going forward the Committee will provide more advance notice to the members for the next event in hopes of raising attendance.

Another picnic is being discuss but at another venue, with the idea to host smaller events in different regions if we can get enough interest. Locations considered are Pennsylvania, Capital Region, and Long Island.

Next meeting planned for the end of February-Date TBA.

1:24 Safety Committee Report-Committee member Conniebeth Myers presented report.

Meeting held VIA text chain 1/26/2023

Covid 19 Status unchanged, severity greatly diminished. President Johnson says Visionworks still pays QT if infected. 5 days unless order of quarantine from doctor or state says longer. Max 80 hours.

Connie Beth Myers says Latham is now Permanent working from home for most departments, no safety issues.
FB page still active.

Logo for shirts was decided on and President Johnson is ordering shirts.

Deb Fisher from the IUE-CWA Health & Safety Regional Committee is offering a 132-hour OSHA class.

There was a safety issue at Versant Health NTS. Back exit doors were block with garbage for 3 days. Shop Steward Alvin Ellis contacted President Johnson and President Johnson had the situation rectified within 1 hour.

Next Meeting Date TBD.

1:34 Plymouth Meeting Negotiations and Budget Proposal.

On November 20, 2023 workers at the Plymouth Meeting Visionworks location voted to organize.

The Union and Company met on February 15, 2023 to begin negotiations on a contract. The Union Negotiation team consisted of Union President Jason Johnson, Location Worker Jordan Hall and IUE Staff Rep Rob Macherone. Next dates scheduled for negotiations are April 25/26, 2023.

Since the actions occurred after the last Exec Board Meeting at the GMM no budget was set for these negotiations, as a result President Johnson is proposing a discretionary budget of \$5000.00 For the Plymouth Meeting Negotiations.

Proposal unanimously approved.

1:38 NTS Contract Negotiations.

Surveys were sent out in January 2023. On February 8, 2023 a meeting was conducted with members of the Bargaining Unit. Contract Negotiations to begin February 28, 2023.

1:41 Visionworks LMM

On 4/20/2023, the Union and Company will conduct a Labor/Management meeting. The Union team will be Stewards Chuck Brien, Michelle Fielding, Kim Idzinski, Dave Buchholz Alison Ingber and Jason Dornford, President Jason Johnson will also be in attendance. Senior Staff from Visionworks in operations and HR will be in attendance for the company.

The discussion will be addressing issues relating to staffing as well as ongoing issues with Amelia, OTX and Telehealth.

The Stewards will meet prior to the LMM to reach consensus on the issues to present to the company.

1:45 Store Visits.

President Johnson will begin visiting the Visionworks locations in the Eastern Region from 3/27 through 3/31 and the Central Region from 4/17 through 4/20. Dates for the other regions are TBD.

1:48 Treasurer Computer.

In October of 2021 the Board approved a budget for a new computer for the Treasurer of the Local. Due to unforeseeable circumstances that purchase has yet to occur. As a result of it being a new fiscal year a new vote is required.

President Johnson proposed renewing the original budget in this fiscal year. Proposal unanimously approved.

1:50 Good and Welfare.

Visionworks Incentives:

In December of 2021 Visionworks informed the Union of changes to the incentive program. The Union invoked effects bargaining of these changes. During the effects bargaining the Union and Company came to agreement on oversight and possible wage adjustments to members who were or could be adversely affected. The Union was also able to exempt remakes that are not controllable from counting against the members incentives.

There was an initial round of wage adjustments for over fifty members who projections determined would lose money under this new program. After a year of oversight, it was determined that an additional round of wage adjustments was needed and the union secured additional wage adjustments for over seventy members totaling over \$50,000.00 in additional wage adjustments.

For the remaining members, this new incentive program is at least comparable or superior to the previous incentive program, with some members. Seeing as much as a 12% increase to incentive.

CWA Retirees Discount Plan:

Local 81408, Visionworks and CWA District One are very close to reaching an agreement on a discount program for retirees of CWA district one at Visionworks.

This program will not only save money on eyewear for these retirees it will also drive additional business to Visionworks locations which will help preserve jobs for our Union workforce.

Juneteenth:

The Union and the Versant Health, NTS and Latham came to an agreement to add Juneteenth as a paid holiday starting in 2023.

Odds N Ends:

There are a handful of step one grievances at the various bargaining units.

2:14 Next Meeting.

The next Executive Board meeting is Friday April 21 in Syracuse NY.

2:15 Meeting Adjourned.