



2023 Second Calendar Quarter Newsletter

Hello Brothers & Sisters

A lot has gone on since the last newsletter. For starters I would like to congratulate Davis Vision NTS on a new 3-year Contract, which was ratified on 04/05/23.

The contract was ratified at 93% and highlights include: \$1.35 moved over from incentive to base wage, \$250 sign on bonus, Annual increases of 4.5%, 2.5%, 2.5%. Increases to Temporary Transfer, ABO and Minimums/Midpoints/Maximums. Changes to Mandatory OT, Nightshift going back to 4-day work weeks and cementing new Holidays and Bereavement Time.

I would also like to congratulate The Plymouth Meeting Visionworks location, as we were able to successfully bargain for a 2-year, first contract with them, which was ratified on 6/21/23 at 100%. Highlights Include: \$400 sign on bonus, Annual increase of 3% and 2.75%. Grievance process (with arbitration for terminations), 3 step write up process, cementing Holidays, Vacation and Personal Time.

Bargaining this contract made me really realize just how much our union does for each and everyone one of us. While organizing has been a hot topic as of late in jobs like Apple, Amazon and Starbucks. Often times getting that first contract proves to be very difficult. We often take for granted (myself included) that we have a contract that has a grievance and write up process that folks that are not in a union have. The ability to take our disagreements to an outside independent authority for a binding decision is something that is not a guarantee and something we have to fight for. So, I am extremely pleased we were able to secure this contract for our new shop.

Over the last 3 months I have been on the road visiting many of our shops with the goal of completing the Journey and getting to every shop by mid-September. In this Quarter, I have visited Visionworks stores in the Central Region, Westchester/NYC/LI Region, MA/NH/RI Region and the Southern Tier Region. I have also held our first virtual visits with the Latham Call Center and I have Visited both of the PA labs.

Back in March, the Women's Committee visited Several stores in the LI region to hand out flowers to the women of our local in recognition of Women's History Month.

Back in May our Diversity Committee partnered with Brighter Choice Middle School, celebrating a Diversity Day in the community.

Back in April, the local and some of the Shops Stewards of Visionworks met with Senior Leadership of Visionworks to go over quite a few matters that we are hopeful to see some progress of those concerns coming soon.

As we move into the third quarter, there is still quite a bit on the agenda for the coming months. For starters it is time to focus on the next contract, which is the Davis Vision Latham Bargaining Unit. Surveys will go in the mail 6/30/23. I am also planning the next virtual meeting for July 25th and 26th and finally we will have an in-person meeting at the Desmond Hotel (Details Coming Soon) on Sunday August 13th from 9am-12pm. I anticipate we will start contract negotiations in late August.

In July, Myself and three of the Executive Board Members will be going to St Louis, MO for the Bi-Annual CWA Convention. This is an important year as the President of the CWA, Chris Shelton will be retiring and we will be election a new CWA President.

During the last newsletter I hinted at a discount plan we are trying to secure for the CWA retirees in partnership with Visionworks. I am pleased to share that it looks we are in the final stages of getting this agreement in place, with a trial run of the CWA retirees receiving their discount cards in the mail for the Westchester/NYC/LI area in late July.

I will be continuing my journey to visit all the locations of the local, as I am planning to visit the retail locations of Visionworks and Value Visions in the Western Region from 8/7-8/11. I will then finishing up shop visits in September, by visiting the Visionworks locations and the labs in PA from 9/9-9/15.

Finally, while this will take place in the last Quarter of the year, it is time to start planning for the GMM now. I have secured the date for our next GMM. It will be at the Saratoga Hotel & Casino on Sunday, October 8th from 10am-12:30pm (Registration at 9am.) A call letter with all the details will go out in early July with instructions on how to RSVP. This may be the last year we host our annual meeting at the Saratoga Hotel and Casino, so hopefully we have a good showing.

So, as you can see, there is a lot going on, but we are making excellent progress through the year to keep our commitments to you and I look forward to working through all we have going on and seeing the rest of you very soon.

In Unity
Jason

In Memorial

Anthony Insero, Davis Vision Latham