



### **Executive Board Meeting 10/07/2023**

In attendance: Jason Johnson, Jason Dornford, Charles Brien, Gunnar Lenihan, Jose Taveras, Kim Idzinski, Michelle Fielding, Conniebeth Myers. in observation: Carmel O’Hanlon, Steven Poston, Alim Leggett, Dave Buchholz.

3:45 pm- Meeting called to order.

3:46 pm- Pledge of Allegiance.

3:47 pm- Trustee update: In July, Ron Taylor has taken a management position and has stepped down as Recording Secretary. Gunnar Lenihan has taken his place as Recording Secretary and was sworn in in July. This left a vacancy in a Trustee position. Michelle Fielding was appointed to fill the remainder of the term and sworn in.

3:49 pm- Michelle Fielding sworn in as Trustee by President Johnson.

3:50 pm- Review of Previous Minutes

3:51 pm- A motion was made to review the minutes and dispense with reading out loud and to accept the minutes as provided with minor grammar corrections in document form. The motion was adopted and minutes accepted.

3:53 pm- Trustee Audit Review:

Michelle Fielding presented the Trustee audit review. All receipts and vouchers for 4<sup>th</sup> fiscal quarter of 2023 were accounted for with no glaring omissions.

3:54 pm- Trustee audit review was adopted.

3:55 pm- Treasury Report: Treasurer Charles Brien presented report.

Date	Beginning Balance	Ending Balance	Change
07/01/2023	300,815.15	292,414.65	(8,400.50)
08/01/2023	292,414.65	325,771.68	33,357.03
09/01/2023	325,771.68	330,146.11	4,374.43
Fiscal quarter change 29,330.96			

3:57 pm- Treasury report adopted.

3:58 pm- Investment Report: Treasurer Charles Brien presented report.

Date	Beginning Balance	Ending Balance	Change
07/01/2023	450,977.60	460,995.88	10,018.28
08/01/2023	460,995.88	451,207.70	(9,788.18)
09/01/2023	451,207.70	434,250.99*	(16,956.71)

Fiscal Quarter change (16,726.61)

\* - Balance as of 09/30/2023, but not official

4:05 pm- Investment Report adopted.

4:06 pm- Diversity Committee Report: Presented by Committee Chair Jose Taveras.

Alim Leggett of NTS is a prospective candidate to fill a vacancy in the Diversity Committee.

The committee's goal is to bring awareness of diversity in our local. The committee also partners in the community to make a difference and make the labor movement visible. Our Facebook page posts relevant content to bring awareness of diversity, and we intend to recognize Indigenous Peoples' Day as well as Columbus Day. In the past year, we have partnered with Street Soldiers Schenectady in the community to distribute goods to the needy. We also partner with Brighter Choice Charter Schools in their annual Diversity Day march and fair. Next year we plan to be even more involved in that effort. We are planning a training day on implicit bias, which is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. Our hope is to have this training provided for the Newtown Square Lab location in the near future and then hopefully expand from there.

4:08 pm- Women's Committee Report: Presented by Carmel O'Hanlon.

Women's Committee Shirts have been delivered.

In March/April flowers and chocolate were delivered to some of the Long Island stores.

During the Months of August-October, a collection was conducted for women's hygiene products and scheduled to be delivered to women's shelters soon.

The Committee is going to continue its goal to support our women in the workplaces within our union. We will continue to follow through with the projects that we have done annually and add more projects as we go. We will strive to have at least one project per quarter.

Our next two goals are to implement a Union cookbook and crock pot gift for mothers coming back from maternity or reentering the workforce who are “nominated” by another member. The idea includes having the members submit a crock pot recipe of their own to create a cookbook to deliver as a gift to the nominees.

The Committee would also like to plan a movie night with a union focused movie. (Harlan County War was suggested).

We have some union members who are interested in getting more involved, and Carmel will be reaching out to them to let them know about what they can do to help.

4:10 pm- Political Action Committee Report: Presented by Committee Chair Jason Dornford.

Progress in vetting candidates to support in upcoming elections has been slow which is not surprising in an off-year election cycle. Committee will be shifting focus to putting pressure on candidates to support pro-labor and pro-union legislation. The committee remains committed to joining IUE/CWA actions toward this cause.

Committee chair Jason Dornford and member Andrei Yermakov will be attending the CWA political action conference in 2024.

Shirts have been received to show our local’s presence when taking action and support of the committee.

The PAC was able to secure donations for the Women's Committee feminine hygiene products drive and is committed to supporting the other committees in their actions. (The PAC has your back.)

The committee will be working on showing the effects of the collective action of Unions and the events that led to the numerous actions and strikes occurring in 2023 and posting on their Facebook page.

4:13 pm- Organizing Committee: Presented by Kim Idzinski.

Internal Organizing- The committee organized a show of support via Facebook and a text chain to Visionworks Union members for Davis Vision Latham members currently undergoing contract negotiations. Members were asked to wear red and Local 408 pins on Friday 9/28/23. Pictures of members in red were posted on Facebook. We are asking Newtown Square to join in support by wearing red on Fridays.

Davis Vision Latham has rejected the company’s final offer at 100% and approved a strike authorization. The company expressed interest to get back to the bargaining table.

External Organizing- The local has successfully organized Plymouth Meeting, PA Visionworks and secured a contract that was ratified 100%. The contract is available for viewing on the local's website [www.opticalworkers.org](http://www.opticalworkers.org)

Facebook presence- The Committee has a Facebook page entitled IUE-CWA Local 81408 Organizing Committee. It continues to grow and is currently at 53 members.

Organizing Committee shirts have arrived and been distributed to committee members.

4:15 pm- Safety Committee report: Conniebeth Myers presented report.

Jason Johnson nominated Conniebeth Myers to take over the role as Chairperson of the Safety Committee. The nomination was seconded by Gunnar Lenihan, was in favor by all and Conniebeth accepted the position.

In response to the fentanyl crisis, Ken Stuppy suggested having the company have Narcan available in all locations and provide training.

Conniebeth stated it is something that can be suggested to the companies, but the union can't force the company to do so.

President Johnson brought up that NYS offers two free Narcan nasal sprays per household and suggested that we post on the Facebook page to the members where to obtain that information. Also, that the Safety Committee should research if PA, RI, MA and NH also offer this and if so, post that information on the Facebook page.

IUE-CWA will be sending staff to the Newtown Square, PA lab on November 1st and 2nd, 2023, to work with management and the workers to help close the gap in how old school and new school employees work with one another and the need to find common ground to work better together. This will be the first of its kind training for the local, bringing the IUE, management and the members together.

4:17 pm- 2024 Budget presented by President Johnson

### **2024 Budget Proposal**

IUE-CWA Divisional Meeting: \$20,000  
CWA District 1 Meeting: \$2,500  
CWA Presidents' Meeting: \$3,000  
GMM: \$15,000  
Quarterly Lab Visits: \$8,000  
Quarterly Executive Board Meetings: \$10,000  
Supplies: \$5,000  
Steward Training: \$62,500  
Women's Committee: \$5,000  
Diversity Committee: \$5,000  
Safety Committee: \$5,000

Organizing Committee: \$5,000  
Political Action Committee: \$10,000  
Value Vision Contract Negotiations: \$5,000  
Empire Vision Contract Negotiations: \$50,000  
Administration and Contract Services: As needed

4:33 pm- Budget adopted by all

4:34 pm- Davis Vision Latham Negotiations

The Union met with the company in September. The company made a final offer on September 27<sup>th</sup>. The offer was rejected and a strike authorization was approved by 100% of the vote, with 70% of the unit participating in the vote. The Union has reached out to the company's lawyer for next steps.

4:36 pm- Lab Visits: President Johnson will be making his last visit of the 2023 calendar year in early November.

4:38 pm- GMM: The annual GMM meeting will be taking place the next day and the local is looking forward to a great day with the membership.

4:39 pm- New Stewards/Committees:

New Stewards Alim Leggett of NTS, Elizabeth Juarabe of Visionworks Westchester/NYC Region and Carmen Gamble Visionworks Plymouth Meeting were announced. Conniebeth Myers was announced as the new Safety Committee Chair. Alvin Ellis has joined the Safety Committee. Alim Leggett is considering joining the Diversity Committee.

4:49 pm- Steward Training:

President Johnson spoke about the upcoming Steward training coming up in November. 18 Stewards will be attending including the 3 new Stewards.

4:52 pm- Good and Welfare:

There is one step three grievance in Latham regarding voluntary overtime.

Soon we will begin the steps of planning for the Value Vision Contract. A request to bargain will go out to the company in early December with surveys going out to the membership. A meeting will be held in January with bargaining to begin in February.

President Johnson and Treasurer Charles Brein will begin the annual Audit, LM-2 and 990's with the accountant the week of 10/8/23.

4:54 pm- The next Executive Board meeting is TBD, and tentatively planned for Schenectady in January 2024.

4:55 pm- Meeting adjourned.