



Executive Board Meeting 01/19/2024

In attendance: Jason Johnson, Jason Dornford, Charles Brien, Gunnar Lenihan, Jose Taveras, Kim Idzinski, Michelle Fielding, Conniebeth Myers.

5:06 pm-**Meeting called to order.**

5:07 pm- **Pledge of Allegiance.**

5:08 pm- **Review of Agenda.** Agenda was adopted.

5:09 pm- **Swearing in of officers.** President Johnson swore in all newly elected officers: Jason Dornford, Charles Brien, Gunnar Lenihan, Jose Taveras, Kim Idzinski, Michelle Fielding. Treasurer Charles Brien swore in President Johnson.

5:14 pm- **Review of Previous Minutes.** A motion was made by Jose Taveras to review the minutes and dispense with reading aloud, and to accept them as provided with minor grammatical corrections in document form. The motion was adopted and minutes accepted.

5:15 pm- **Trustee Audit Review:**

Kim Idzinski presented the Trustee audit review. All receipts and vouchers for the 1st fiscal quarter of 2024 were accounted for with no glaring omissions.

5:16 pm- Trustee audit review was adopted.

5:17 pm- **Treasury Report:** Treasurer Charles Brien presented report.

Local 81408 cash balances

Date	Beginning Balance	Ending Balance	Change
October 2023	330,146.11	307,186.14	(22,959.97)
November 2023	307,186.14	301,233.16	(5,952.98)
December 2023	301,233.16	311,910.65	10,677.49

Fiscal quarter change (18,235.46)

5:19 Treasury report adopted by all.

5:20 pm- **Investment Report:** Treasurer Charles Brien presented report.

Date	Beginning Balance	Ending Balance	Change
October 2023	434,250.99	422,176.61	(12,074.38)
November 2023	422,176.61	452,147.59	29,970.98
December 2023	452,147.59	476,721.59	24,574.00

Fiscal Quarter change 42,470.60

5:25 pm- Investment Report adopted.

5:26 pm- President Johnson and Treasurer Brien proposed transferring surplus funds into the investment account. After discussion by the board, it was proposed that any surplus over \$280,000 would be transferred into the investment account.

5:51 pm- This proposal was adopted by all.

5:53 pm- **Diversity Committee Report:** Presented by Committee Chair Jose Taveras.

The Diversity Committee welcomed the addition of Alim Leggett to the committee.

Posted on the Diversity Committee FB page on MLK Day.

February focus will be weekly postings on FB for Black History Month.

The committee continues to partner in the community with Street Soldiers Schenectady. We will be partnering with Brighter Choice Charter school in May for a Diversity Day march in the community. We are planning a diversity day in the local and the date TBD.

5:54 pm- **Women's Committee Report:** Presented by Michelle Fielding.

Review of old business: Michelle working with Massachusetts stores; Carmel will endeavor to get photos posted of Women's Collection from the fall on Facebook page as well as Women's Committee Facebook page

New business: Spring will be recognition of our women in their workplace with chocolate and flowers expanding on our initial in person delivery, with the addition of some stores that are not in our immediate area by utilizing UPS/Fed Ex/USPS to deliver to stores.

Cookbook idea was well received at our GMM, and we will move forward with the creation of a Local 81408 Cookbook. Movie Night is still in the very early planning stages. A venue needs to be located. Carmel has watched the movie and thinks it would be a good way to socialize with the women in our local.

Discussion on next year's General Meeting being at a different location and how the committees can support one another in their endeavors.

5:55 pm- **Safety Committee Report:**

There have been no safety issues or questionable incidents at the Newtown Square Lab.

Value Vision: There are no incidents to report there, but contract negotiations begin soon. The Union plans to propose a Safety Article as they currently do not have one. It was suggested to have MSDS language included so that the company will be required to keep records.

There are no safety issues at Visionworks. Carpeting was replaced with vinyl flooring in some locations as it is healthier for the air quality, but the chairs slide too easily on the vinyl surface; this will be monitored.

Latham reports no issues.

The only committee member that hasn't had OSHA 10 training is Alvin, and at some point he may be asked to part take in that training.

5:56 pm- **Political Action Committee Report:** Presented by Committee Chair Jason Dornford.

On 1/14/2024 the PAC conducted a brief meeting. There are currently no political actions to participate in with the CWA or IUE/CWA, but this expected to ramp up soon.

We remain committed to joining planned actions by the international and raising awareness of candidates who support Unions and Labor. We are also committed to raising awareness of the issues that affect Unions and Labor.

5:57 pm- **Organizing Committee:** Presented by Kim Idzinski.

Internal Organizing- There was a great show of support for Davis Vision Latham across the Local during their contract negotiations with “Wear Red Fridays” and Davis Vision Latham ratified their contract at 91% in October.

External Organizing- The Local continues its efforts in workplace organizing after successfully organizing Plymouth Meeting. The IUE has asked Jason Johnson to travel to NYC and Atlanta to assist with lab organizing.

Facebook presence- Facebook Group entitled IUE-CWA Local 81408 Organizing Committee keeps growing with 58 members.

Community Visibility- The Committee is working on securing a spot in the NYC Labor Day Parade Sept 2024 along Fifth Avenue with hopes that Members will be able to join in and wear a Union/Red shirt and march in the parade or cheer on the sidelines. The Committee will purchase a Local 408 banner to carry in the parade and for other future events.

6:00 pm- **LM-2/990/Audit Review**

President Johnson presented the LM-2, 990 and Audit Review, prepared by Bonadio & Co., LLP.

Highlights in the audit review include the Union’s revenues are up. Total expenses were \$218,902. The Union has \$764,397 in net assets. The audit concluded that the Union’s records are kept accurately, and that no disagreements with management on financial accounting, financial reporting, or auditing were found.

6:10 pm- LM-2, 990 and Audit Review adopted by all.

6:11 pm- **Constitution Changes.**

President Johnson presented proposed constitution changes to the board that were previously proposed by the former Executive Board and Election Committee Chairperson and reviewed by the Locals legal council.

6:12 pm- The proposed constitution changes were adopted by all. Ballots will be sent to membership for final approval.

6:13 pm- **Execute Board Training**

President Johnson shared that IUE Executive Board training is being held in February. President Johnson Proposed the the Executive Board attend this training. Training was approved by all members of the board. Attendees will be Jason Johnson, Gunnar Lenihan, Jose Taveras, Kim Idzinski, Michelle Fielding, Conniebeth Myers.

6:15 pm- IUE Divisional Meeting

The IUE-CWA Divisional Meeting is being held in Orlando Florida in June. As previously approved by the board and the membership. President Johnson, Jason Dornford, Gunnar Lenihan, Kim Idzinski, and Jose Taveras will attend IUE divisional meeting.

6:16 pm- Value Vision Contract Negotiations Update

Surveys have been sent out to the membership. A pre-negotiation meeting with the members was held in Buffalo on January 12th. Negotiations are scheduled to begin on February 13, 2024. The bargaining committee will be Jason Johnson, Gunnar Lenihan, and IUE Staff Representative Kendall Bell.

6:17 pm- Empire Vision Contract Update

On April 1st, surveys will go out to the members with contract negotiations to start in May or June. The bargaining committee will consist of President Johnson, Jason Dornford, Charles Brien, Michelle Fielding, Kim Idzinski, Dave Bucholz, and IUE Staff Representative Rob Macherone.

6:18 President Salary/Vehicle Expense/Medical Coverage/PTO

Multiple wages and compensation were discussed in regards to the presidents salary for the duration of the new term of office. After careful consideration of each proposal the following term was present and ultimately approved by the Executive Board.

Charles Brien presented proposal

The presidents salary as the term ended on 12/31/23 is \$83,969.60 (which included a pay out of 136 hours of unused PTO). The president also receives an additional \$500 Monthly vehicle allowance. (which is paid separately)

The president does not receive company STD, LTD, life insurance, 401k match, or the contractual bonus or incentives.

Medical, Dental, and Vision is under his wife's policy and he continues to contribute his share according to the DV schedule, which saves the Local roughly \$250 a month vs getting coverage through the ACA.

The IUE has a vehicle expense between \$600-\$650 a month for its staff reps.

A proposal was made to start the President's salary at \$85,009.60 as of 1/1/24 with increases in accordance with the Davis Vision Troy location throughout the term. In addition, a car allowance of \$600. Per month (added directly to the paycheck once a month)

Medical Coverage to continue as current.

Vacation/Sick/Personal/Holidays all rolled into 1 bucket of PTO for a total of 344 hours of PTO Annually. (Which of 136 hours can be cashed out at any time)

6:45 pm- President Johnson presented mileage, per diem, and hotel rules.

Hotel stays when Union business is more than one day, or exceeds 10 hours in a day (including travel time)

Hotels not to exceed \$199/night before tax, unless attending an IUE/CWA function, or when options available exceed \$199/night

Per diem will be paid any time travel requires an overnight stay, at government rate

Mileage at government rate (President's mileage at half the rate), maximum 250 miles for one way unless travel requires multiple destination stops

Flights for anything over 250 miles one way, that does not require multiple destinations

6:48 pm- The proposal was adopted by all

6:49 pm- **Good and Welfare**

There are only a few step one grievances, and no step two grievances.

The next executive board meeting will be held in June at the IUE Divisional Meeting

6:50 pm- Meeting was adjourned.