



Executive Board Meeting 07/12/2024

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

3:30 pm- **Meeting called to order.**

3:31 pm- **Pledge of Allegiance.**

3:32 pm- **Review of Agenda.** Agenda was adopted.

3:33 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.

3:34 pm- **Trustee Audit Review:**

Michelle Fielding presented the Trustee audit review. All receipts and vouchers for the 3rd fiscal quarter of 2024 were accounted for with no glaring omissions.

3:35 pm- Trustee audit review was adopted.

3:36 pm- **Treasury Report:** Treasurer Charles Brien presented with printed reports.

Local 81408 cash balances

Date	Beginning Balance	Ending Balance	Change
April 2024	324,834.81	286,027.46	(38,807.35)
May 2024	286,027.46	280,491.10	(5,536.36)
June 2024	280,491.10	295,993.91	15,502.81

Fiscal quarter change (28,840.90)

3:37 pm Treasury report adopted by all.

3:38 pm- **Investment Report:** Treasurer Charles Brien presented with printed reports

Date	Beginning Balance	Ending Balance	Change
April 2024	494,170.16	496,367.21	2,197.05
May 2024	496,367.21	513,797.00	17,429.79
June 2024	513,797.00	517,782.89	3,985.89

Fiscal Quarter change 23,612.73

*In April 2024, a \$20,000 transfer from our general fund was made into our investments.

President Johnson stated that when he was elected in 2018, the investment fund was down to \$262k. (from 500k) His goal was to get the local back to having a half a million dollars in the investment fund. This was done by bringing in an investment manager to watch over the funds more closely (which previously was not managed at all) and by having proper yearly budgets and making depositing to the fund multiple times over the last 6 years.

President Johnson was pleased to report that as of this quarter we have exceeded that goal. The Union also has \$300,000 in the general fund for a total exceeding \$800,000. This is the most money the local has ever had in the last 30 years and we achieved this with 30% fewer members and the local spending roughly \$250,000 a year. More importantly accurate accounting records are reported regularly, being transparent to the members on how their money is being spent and budgets are voted on yearly at the GMM. Most importantly is how the money is being spent. The list of expenses includes things like the annual GMM, Steward and Executive Board Training, Quarterly Executive Board Meetings, travel expenses for President Johnson to visit all the locations multiple times. Finally Union branded giveaways for members, such as buttons, pens, pins, keychains, candles, umbrellas, mask, backpacks, blankets, T-shirts and more.

3:45 pm- Investment Report adopted.

3:46 pm- **Diversity Committee Report:** Presented by Committee Chair Jose Taveras.

In May the Diversity Committee partnered with Brighter Choice Charter School in Albany for a community Diversity Day. The Union joined in the march around the community and displayed our banner for the Local. The local set up an information table at the school, and partnered in bilingual Spanish/English reading to the children. Our intent is to partner annually with this event. The committee continues to partner with Street Soldiers Schenectady to distribute needed items in the community. Our Facebook page posts relevant content to awareness of diversity.

3:48 pm- **Women's Committee Report:** Presented by Committee Member Michelle Fielding.

Committee Chair, Carmel O'Hanlon attended the IUE National Women's Program in May in Chicago and shared her experience with the Women's Committee. The Committee continues to work on crockpot recipes for the local cookbook and crockpot giveaway for members of the local returning to work after having a baby. The Committee plans to join the Organizing Committee and participate in the Labor Day parade in New York City, which is scheduled for the Saturday after Labor Day. An idea was proposed to make a hand-out to provide to the members at this year's GMM that would introduce them to the Committees. Finally, a movie night was also in discussion.

3:56 pm- **Safety Committee Report:** Presented by Committee Chair Conniebeth Myers.

In the recently negotiated Park-Sher Optical (Value Vision) contract, the Union was able to secure a safety and health clause in the contract. In the recently negotiated Vision Works contract, the Union was able to secure language to address the physical issues being caused by I-pads. This includes the company providing things like blue tooth keyboards and mice, monitor risers and more where applicable. Additionally, prescription blue light lenses will be part of the vision benefit.

President Johnson plans on discussing at the next Visionworks labor management meeting the possibility of the stores having Narcan available in first aid kits.

3:58 pm- **Political Action Committee Report:** Presented by Committee Chair Jason Dornford.

VP Jason Dornford and President Johnson attended the CWA Legislative Political Conference in Washington DC in June. President Johnson was on stage with Minority Leader Hakeem Jeffries showing his support of Diversity by wearing the locals Diversity Committee polo.

Representatives Bennie Thompson, Adam Schiff, Aryanna Presley, Chris DeLuzio, Val Hoyle, Nikki Budzinski and Hakeem Jeffries spoke at the conference as well as Senator Bernie Sanders, Labor Secretary Julie Su and United States Trade Representative Katherine Tai.

VP Jason Dornford and President Johnson went to Capitol Hill to lobby Representatives Joseph Morelle and Paul Tonko to support and endorse labor friendly bills such as allowing Union dues to be tax deductible.

The Committee will not be endorsing a candidate in the upcoming Presidential election however; we will be sharing the endorsements of the IUE/CWA.

4:11 pm- **Organizing Committee:** Presented by Committee Chair Kim Idzinski.

A Local banner has been purchased and received and utilized by the Diversity Committee. It will be shared between all Committees and used in the upcoming Labor Day Parade in NYC.

The Committee will be participation in the NYC Labor Day parade. AFL-CIO organizes the parade. Saturday 9/7 10am. 44th st + 5th ave. March north to 64thst. We will utilize the Facebook page to encourage participation and visit the stores as we get closer.

The GMM this year will be held on Long Island in Riverhead on Sunday October 20th. The Committee will encourage members to attend through store visits and Facebook. We will use the main Facebook pages for communication. We will also have QR codes available at the GMM for members to easily find the Committee pages.

Wear Red on Fridays continues across the bargaining units.

The Negotiations Committee reached an agreement with Visionworks and is endorsing the contract. Ballots were mailed 6/20 and will be counted on 7/15.

4:15 pm-**IUE Division Meeting Update**

The meeting was held from 6/18-6/23/2024 in Orlando, FL. In attendance were: President Johnson and Trustees Jose Taveras, Kim Idzinski, and Michelle Fielding. The IUE also provided two days of Executive Board Training; one of the classes that the Executive Board attended was Events Organizing. This training sparked great ideas to the Executive Board how to plan future events for a local like our that is extremely unique in nature.

4:19 pm- **EVC Contract Negotiations Update:**

A tentative agreement was reached on June 5th. Contract changes and ballots were mailed out to members on June 20th. The ballots will be counted on July 15th.

4:20 pm- **GMM**

This year's GMM will be held on Sunday, October 20th in Riverhead, N.Y at the Long Island Aquarium with Executive Board and Committee meetings held the day before. A call letter will be sent out to the members in mid-August.

4:21 pm- **Good and Welfare**

There is a step two grievance at Davis Vision Albany. The Company created three new non-union positions that we believe should be in the Union. The Company claims that these positions should be non-union because they have access to “confidential company information”. Based on our recognition clause our lawyers believe that the company position doesn’t meet the language of our contract and thinks we have a strong case; therefore, President Johnson asked the board for permission to go to arbitration if necessary.

4:29 pm- 100% of the Board voted to move forward with arbitration if needed.

Additionally in Albany, the company moved forward with 25 write-ups for associates in the call center that had average handle time exceeding 8 minutes in May. The Union filed grievances for every member under 9 1/2-minute handle time which totaled 11 grievances. The Union believes the Company did not uphold their end of bargaining in assisting these members to ensure they would be successful under the new agreement.

Next Executive Board Meeting: October 19th, 2024 at the GMM.

4:50 pm- Meeting was adjourned.