



### Executive Board Meeting 10/19/2024

In attendance: Jason Johnson, Jason Dornford, Gunnar Lenihan, Jose Taveras, Kim Idzinski, Michelle Fielding, Conniebeth Myers. In observation: Denise Drake

3:07 pm- **Meeting called to order.**

3:08 pm- **Pledge of Allegiance.**

3:09 pm- **Review agenda.**

3:10 Agenda Approved

3:11 pm- **Review of Previous Minutes.** Jose made a motion to dispense with reading the minutes aloud and to accept the minutes as provided with minor grammar corrections in document form. The motion was adopted.

3:28 Minutes adopted.

3:29 pm- **Trustee Audit Review** presented by Kim Idzinski. All receipts and vouchers for 4<sup>th</sup> fiscal quarter of 2024 were accounted for with no glaring omissions.

3:32 pm- **Treasury Report:** President Johnson presented with reports furnished.

Date	Beginning Balance	Ending Balance	Change
07/01/2024	295,993.91	328,279.70	32,285.79
08/01/2024	328,279.700	321,435.86	(6,843.84)
09/01/2024	321,435.86	313,634.41	(7,801.45)
Fiscal quarter change 17,640.50			

3:41 pm- Treasury report adopted.

3:42 pm- **Investment Report:** President Johnson presented with reports furnished.

Date	Beginning Balance	Ending Balance	Change
07/01/2024	517,782.89	532,345.47	14,562.58
08/01/2024	532,345.47	541,809.60	9,464.13
09/01/2024	541,809.60	551,614.44	9,804.84

Fiscal Quarter change 33,831.55

3:45 pm- Investment Report adopted.

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

The Diversity committee partnered with Brighter Choice Charter School on May 24, 2024 for a community Diversity Day. Alim Legget Participated in the IUE Diversity Ambassadors trip to Washington D.C. The committee is visible in the community by partnering with street soldiers Schenectady to distribute. The committee is in discussion with Brighter Choice Charter School to set up a Spanish/English reading schedule for children for whom English is a second language.

3:47 pm- **Women's Committee Report:** Presented by Michelle Fielding.

Welcomed our newest Committee member : Bethany from Albany Visionworks. Old business: We did not participate in New York parade. Cookbook is still in the works to be partnered with the Crockpots. Feminine hygiene collection is in full swing. New Business: Carmel updated the committee on her trip to Chicago in May. Philitia Carlton was a speaker and had an amazing journey of her own to share and inspire attendees with. The Women's Committee continues to embrace ideas to bring ALL of its members together to be united. We are open to explore input from all Local 81408 Members to build morale and a sense of unity. When volunteering in our communities, wear your Union shirt. Let your community see our presence there. Michelle attended an Events Training class which touches on liabilities and budgets, as well as how to proceed with planning events within the local. (All ideas or plans have to go through President Johnson prior to any commitments on events). Great saying shared "Water the Flowers, Not the Weeds" Great saying to encourage us to accept the members that want to be involved. Andre pointed out that Latham used to be face to face; not all of our members meet in person day to day. Suggested some upstate areas to have a get together. We will continue to push forward to get the cookbook ready for our Union printshop to give a price quote.

3:52 pm- **Political Action Committee Report:** Presented by Committee Chair Jason Dornford.

From 6/24 through 6/27 President Johnson and Vice President Jason Dornford attended the CWA Legislative Political Action Conference in Washington DC. Several inspiring speeches given by Senators, Representatives and the Labor Secretary. President Johnson was asked to join Representative Jeffries on stage which was awesome recognition for our Local as well as our Diversity Committee. The Local joined others various Locals to lobby Pro Labor bills to Representatives Joe Morelle and Paul Tonko.

These bills included:

1. Tax fairness for Workers Act.
2. No Tax Breaks for Union Busting.
3. No Tax Breaks for Outsourcing.,
4. Empowering Striking Workers Act.

Our Local does not make endorsements of candidates for office, however there are listings of candidates who have shown by word and vote their dedication to Labor and Unions on the Unions Political Action Committee page on Facebook.

PAF/COPE

*PAF is a non-partisan political action committee that fights for workers' political power. Labor advocates need our financial support if they are going to fight the interest of big corporations! This is how we can greatly level the playing field of finance that corporations pour into weakening Unions.*

3:55 pm- **Organizing Committee Report:** Presented by Kim Idzinski.

Internal Organizing: Discussions to participation in the Albany Labor day parade for 2025. We will see if we can get interest from the membership to participate for next year.

Local Community Involvement:

The Committee is in the early stages of planning to participate in food bank collection for people with food insecurities in the eight regions of our local. We discussed possible virtual options or donation collections. The Committee will partner with the other Committees to identify possible organizations to partner with. Anyone who would like to volunteer to help out should contact the Organizing Committee. If successful, we would like to make this an annual event.

Empire Visionworks Contract:

The newly ratified Empire Visionworks contract included the addition of a Local 408 logo on the Visionworks Stores entry doors. The logos arrived at the locations. The Committee will partner with the Visionworks Stewards to make sure the logos were installed at all locations.

External Organizing:

Recently, the Local has received several inquiries from people seeking to organize their workplace. Their contact information has been passed onto the IUE.

4:03 pm- **Safety Committee Report:** Conniebeth Myers presented report.

Information was posted on Union page about October being fire safety awareness month and about products you can buy for extinguishing fires. The Union invoked bargaining on the new lanyards at Visionworks and the lanyards originally provided were replaced with breakaway and adjustable lanyards. The Visionworks stores have also been working on supplying stress mats for leg and back fatigue, along with adjustable monitors and more for standing at the front desk. Alvin will begin sharing meeting notes when he meets with the Versanthealth Company Safety Committee. The Committee will be sending Alvin to the next IUE OSHA 10 training.

4:05pm- 2025 Budget presented by President Johnson

**2025 Budget Proposal**

CWA District 1 Meeting: \$3,000  
CWA Convention: \$12,000  
2025 GMM: \$25,000  
Quarterly Lab Visits: \$10,000  
Quarterly Executive Board Meetings: \$20,000  
Supplies: \$5,000  
Steward Training: \$65,000  
Women's Committee: \$5,000  
Diversity Committee: \$5,000  
Safety Committee: \$5,000  
Organizing Committee: \$5,000  
Political Action Committee: \$5,000  
Plymouth Meeting Contract Negotiations: \$5,000  
Balester Optical Contract Negotiations: \$5,000  
Administration and Contract Services: As needed

4:17 pm- Budget adopted by all

4:21 pm- **Good and Welfare** (outstanding grievances)

There are various step 1 and 2 grievances throughout the bargaining units, working there way through the process.

Davis Latham accounts receivable grievance: The company has rejected the step three grievance. Arbitration has been filed and is set for December 16<sup>th</sup>, 2024.

Davis Latham average handle time step three grievance May through September. The Union is prepared to file for arbitration.

Newtown Square grievance for employee termination. The Union has filed for arbitration.

4:24 pm- The next Executive Board meeting is tentatively scheduled for March in Schenectady.

4:25 pm- Meeting adjourned.

