



Executive Board Meeting 10/18/2025

In attendance: Jason Johnson, Jason Dornford, Charles Brein, Kim Idzinski, Jose Taveras, Michelle Fielding, Alim Leggitt, Conniebeth Myers.

3:03 pm- **Meeting called to order.**

3:04 pm- **Pledge of Allegiance.**

3:05 pm- **Review agenda.**

3:06 Agenda Approved

3:07 pm- **Review of Previous Minutes.** A motion was made by Jose Taveras to dispense with reading the minutes aloud and to accept the minutes as provided with minor grammar corrections in document form.

3:07 pm-The motion was adopted.

3:09 pm- Minutes accepted with minor grammatical corrections.

3:12 pm- **Trustee Audit Review** presented by Alim Leggett. All receipts and vouchers for 4th fiscal quarter of 2025 were accounted for with no glaring omissions.

3:13 pm- Report adopted.

3:14 pm- **Treasury Report:** Charles Brein presented with reports furnished.

Date	Beginning Balance	Ending Balance	Change
07/01/2025	270,188.75	262,282.87	(7,905.88)
08/01/2025	262,282.87	265,715.46	3,432.59
09/01/2025	265,715.46	252,444.35	(13,271.11)
Fiscal quarter change (17,744.40)			

3:17 pm- Treasury report adopted.

3:18 pm- **Investment Report:** Charles Brein presented with reports furnished.

Date	Beginning Balance	Ending Balance	Change
07/01/2025	574,997.15	576,749.77	1,752.62
08/01/2025	576,749.77	591,867.74	15,117.97
09/01/2025	591,867.74	605,250.10	13,382.36

Fiscal Quarter change 30,252.95

3:20 pm- Investment Report adopted.

3:30 pm- **Diversity Committee Report:** Presented by Committee Chair Jose Taveras.

The Diversity Committee discussed to continue to partner with Brighter Choice Charter School and to march in the annual Community Diversity Day which is every year in May. We attended the AFL-CIO Labor Day Picnic. We continue our partnership with Street Soldiers Schenectady, assisting in distributing goods to the needy. Our 2026 projections are: We are currently in discussion with Delaware Charter School to partner with their bilingual reading program for their students. We are committed to sending a representative to the IUE-CWA Diversity Ambassadors training in 2026 and we commit to attending the Capitol District AFL-CIO Labor Day Picnic in 2026. Jose Taveras was selected to remain as committee chair.

3:33 pm- **Women’s Committee Report:** Presented by Michelle Fielding.

The Womens Committee discussed the raffle for the Union Cookbook/Crock Pot at the 2025 General Membership Meeting (if the member donates to our collection, they will be given one additional raffle ticket.) There will be a nomination form on our website for members to nominate each other that could benefit from the crockpot. A PDF document of the nomination form will be edited, spellcheck and sent to President Johnson before going live. The crockpot project is going to be an ongoing activity of the Women’s Committee if it is well received.

The Capitol District AFL-CIO Labor Day picnic was attended in 2025 by all members of the committee and going forward will be attended in 2026.

We are on the 4th year of the “Hygiene Product Collection” with great success and we will continue with this worthwhile project. Collections that were made are going to be brought to “Things of My Very Own” in the Capital Region and on Long Island be given to “ECLI VIBES” for distribution.

Bethany Pittman was selected as the new Committee Chair and will be attending the IUE-CWA National Program in 2026.

Next meeting will be in early 2026, TBD.

3:34 pm- **Political Action Committee Report:** Presented by Committee Chair Jason Dornford.

Jason Dornford and Jose Tavares attended the Capitol District AFL-CIO Labor Day Picnic along with other members of Local 81408 where we were able to meet Senator Gillibrand, rep Paul Tonko and leaders from other Locals.

Andrei discussed his partnership with his local Indivisible Chapter. He also had dialog with local politicians about their positions on Labor and Union rights. Jason Dornford had a meeting planned with the mayoral candidate of Rochester to vet her positions on Labor and Union rights. Mary Lupien unfortunately lost in her primary.

The Committee is planning on sending two members to the CWA LPAC in Washington DC next Summer. The PAC is committed to partnering with other locals to show unity in action and to show support of Union and Labor rights.

The committee will be attending the AFL-CIO Labor Day picnic again and will be working to help the Local demonstrate an even greater presence.

Jason Dornford helped the Organizing Committee in their soup drive and donations were made to the Open Door mission in Rochester NY.

Jason Dornford was selected to remain Chair of the Committee.

3:38 pm- **Organizing Committee Report:** Presented by Kim Idzinski.

Oct 18th 2025 Organizing Committee Meeting

Organizing Committee Chair selection was conducted. Kim Idzinski will remain as chair.

Community Involvement

Back to School Canned Soup Drive was a success with 15 workplaces participating and donations going to food pantries in all the regions. Next year, we will rename and expand collections to include canned foods/pantry/non-perishable items. We will have our collection in September for Hunger Action Month.

Internal Organizing

August 24th Yankee Game @Yankee Stadium CWA District 1 & NYS AFL-CIO.

We had some interest in this event. Next year we will see if we can get more advanced notice and maybe more members will be interested in attending.

Capitol District AFL-CIO Labor Day Picnic in Latham.

We had 20 members and family attend this event. It was a great time with free food and great opportunity to meet other Union members. We will participate again next year and promote it earlier in hopes of a larger turnout of Local 408 members.

Registration information will be posted on the Union Facebook page when it becomes available for all events.

Next meeting, TBA.

3:40 pm- **Safety Committee Report:** Conniebeth Myers presented report.

Jose Taveras has been selected as Committee Chair to replace Conniebeth at her request.

Newtown Square had a fire alarm go off over the summer. The Manager didn't report it to HR. The Fire Department did come and said it was safe for them to work. It was triggered by a machine-electrical malfunction. The situation was not explained to the workers and they were told to just keep working. Management had no concern about the noise affecting their hearing. It took about an hour before the alarm was able to be shut off, President Johnson contacted the local Fire Department and informed HR, when he was notified by the Shop Steward.

Newtown Square lab has also had some minor injuries at the work place. President Johnson has informed the Company that he plans on pulling all 3 Shop Stewards to attend OSHA training at the Union's expense. The Company and the Union are both looking into AED training and Preventive Accident Training as well.

3:45pm- **2026 Budget** presented by President Johnson

2026 Budget Proposal

CWA District 1 Meeting: \$3,000
CWA Presidents Meeting: \$3,000
AFL-CIO Meeting: \$3,000
IUE Divisional Meeting : \$20,000
2026 GMM: \$20,000
Quarterly Lab Visits: \$10,000
Quarterly Executive Board Meetings: \$20,000
Retail Store Visits: \$20,000
Supplies: \$5,000
Women's Committee: \$5,000
Diversity Committee: \$5,000
Safety Committee: \$5,000
Organizing Committee: \$5,000
Political Action Committee: \$10,000
Davis NTS Contract Negotiations: \$30,000
Davis Vision Albany Contract Negotiations: \$30,000
Administration and Contract Services: As needed

4:01 pm- Budget adopted by all

4:05 pm- **Balester Contract Negotiations Update**

On 10/9/25, a new 3-year contract was ratified at 92%. Highlights include; wage increases over 3 years with \$1/hr raise in year 1 (for those over 10 years of service), increases to the 401k up from a flat \$20 per pay period to a 6% match, new hires start earning PTO after probation period ends and senior members start receiving more PTO time sooner by shortening the eligibility period from 20yrs to 11yrs for 4 weeks vacation.

4:07 pm- **Davis Vision NTS Contract Negotiations**

The Union will invoke bargaining a new contract in Jan 2026. Surveys will go out the 1st week in January, with a meeting in early February to discuss survey results. Negotiations will likely start the end of February 2026/beginning March 2026.

4:08 pm- **Good and Welfare** (outstanding grievances)

NTS- There are 5 grievances waiting responses.

VW- No current grievances.

DV Latham- There is currently one Step 2 grievance.

4:21 pm- The next Executive Board meeting is tentatively scheduled for February 2026 in Schenectady.

4:22 pm- Meeting adjourned.