

MINUTES

UUP Binghamton Executive Board Meeting Wednesday April 15, 11:30 a.m. to 1:00 p.m., U UW 324

Present: S. Atav, H. DeHaan, L. Gallagher, F. Goldman, J. Goldman, L. Havtur, D. Kunkel, S. L’Hommedieu, S. Massey, A. Morris, J. Oldfield, N. Pages, R. Pompei, B. Roth, S. Seibold-Simpson, D. Stone, M. Zinkin

Guests: D. Wood, Labor Relations Specialist, R. Mess, L. Rhoads, A. Robinson-Perez, A. Wang

The meeting was called to order at 11:32 a.m. President Benita Roth welcomed Executive Board members and guests to the April meeting.

1. Approval of Minutes:

Stuart L’Hommedieu **MOVED TO APPROVE** the March 11, 2015, Executive Board Meeting Minutes. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

2. Passing the Hat for the Sunshine Fund:

President Roth announced the passing of the hat for the Sunshine Fund and asked that Executive Board members give if they can but stressed that guests should not feel obligated to contribute. \$25.00 was collected at the April meeting.

3. Report of the Vice President, Academics:

Vice President for Academics, Heather DeHaan had no news to report other than to state there was a very positive response to the March Newsletter, which was dedicated to adjuncts. Benita stated that she has also received very positive feedback regarding the Newsletter and will invite the four people that contributed articles to the Newsletter to the May Thank You Luncheon.

4. Report of the Vice President, Professionals:

Vice President for Professionals, Fran Goldman announced that Binghamton University will host for the first time the regional UUP meeting. **A Conference for Central New York Professionals** will be held on June 24 from 5:30-8:00 p.m. in University Union, Room 120. Dinner will be provided. Fran would like to see a good representation from Binghamton and encouraged people to attend. Statewide Vice President for Professionals, J. Philippe Abraham sent out a message regarding the meeting, and Benita will resend it. Other than the announcement of the regional meeting, Fran stated that it has been quiet. Fran added that Beth Kilmarx was out walking yesterday and broke her foot. Beth seems to be fine and is in a walking cast.

5. Report of the Treasurer/Budget:

Interim Treasurer, Lisa Gallagher reviewed the March Treasurer’s Report, noting that there was nothing new to report. She stated that she went to the bank to deposit the check

received from CSEA for their contribution to the Benefits Fair, and the check was deposited into the Sunshine Fund account. Lisa explained that she could transfer it out of the Sunshine Fund account into the regular account or keep it there and asked for discussion by the board. It was agreed to keep the money in the Sunshine Fund account. Lisa also noted that Human Resources was unable to write a check for their contribution to the Benefits Fair, but paid the amount of \$363.92 towards the Sodexo invoice for "Beat the Winter Blues." Benita added that there is a substantial amount of money in the Chapter account and encouraged members to think of ways to spend it, as she fears someone might take it from us. **Benita announced the upcoming Fall Social Event, which will be held on October 14 from 4:30 p.m. to 6:00 p.m. in the Mandela Room.**

6. Newsletter update/ website update:

President Benita Roth gave the Newsletter update, as Newsletter Editor Lisa Havtur arrived late to the meeting. Benita stated there has been favorable reaction to the March 2015 Newsletter and Lisa is working towards getting another one out before the end of the semester. She added that if anyone who is incoming to the Board would like to write a short piece, it would be welcomed and they should expect to hear from Lisa. Although the timing of the Newsletter shifts a bit, Benita expects there will be two Newsletters per semester. Website Manager, Donald Kunkel stated that he is posting items such as Labor Management Meeting Notes and Executive Board Meeting Minutes to the website as he receives them. Regarding Fran Goldman's request, Don will post the regional workshop information to the website once he receives it from Fran. Benita thanked Don for keeping the website up to date. Melissa Zinkin suggested that because we have some extra money and the Newsletter is becoming a prominent University publication, we could add color to the Newsletter and see if we can catch someone's eye. Benita agreed to explore this. Lisa Gallagher added that Hal Smith does a very nice job with the **Watson Review**.

7. Short presentation by Ada Robinson-Perez, from the Employee Assistance Program:

Benita Roth introduced Ada Robinson-Perez to the Executive Board. Ada was asked to make a short presentation to the Board. She announced that she is the new Associate Director of the Employee Assistance Program and comes from Elmira and the New York State Office of Mental Health. She was the PEF Treasurer at Elmira and is also a part-time doctoral student in CCPA at Binghamton University. Ada explained that EAP is a confidential resource for volunteers, faculty, staff, graduate students and retirees as well as their families, which she believes is very useful for a growing institution. Ada stated that although EAP is a neutral office, she personally values unions and is meeting with CSEA this evening. EAP has expanded from two offices to four offices and is located in Library South Ground, rooms 663 to 675. EAP is open from 8:30 a.m. to 5:00 p.m., Monday through Friday and is staffed by Ada, who is full time and two part-time employees, Diane Campbell and Mary Ellen Niefer. In addition to counseling, EAP does workplace seminars. EAP is doing one June 10 on navigating workplace issues for supervisors. Ada stated that the EAP website is going to be updated, and she will work to provide a link to the New York State EAP Newsletter, which provides information regarding issues such as time management, the benefits of getting more sleep, etc. She

brought brochures, notebooks and pens to the meeting and encouraged board members to take them and use the benefits EAP provides. Bob Pompei suggested that Ada write an approximately 500-word article, titled **EAP is Here for You**, for submission in the next Chapter Newsletter. Andrew Morris asked if Ada could talk about the campus engaging the services of EAP in times of a crisis or developing crisis and providing certain protections. Ada replied that she had just had a meeting with Joseph Schultz and Sara DeClemente-Hammoud of Human Resources and Tom Popielarski of the Research Foundation about this and how to engage appropriately. EAP is separate from Human Resources. Human Resources can mention the use of EAP, but it is not to be used as a mandate or a threat. Ada is open for feedback on how best to get the word out and how to cultivate these discussions with staff without them feeling like they are forced to do so. Ada thanked the Executive Board, stating it has been a great six weeks for her and she looks forward to working with them and the campus community.

8. **Chapter Release Time Support for Benita Roth: Benita has been elected to a second term. As a chapter we must approve release time support. So...we need to move that the Executive Board of the Binghamton University Chapter of UUP approves 50% release time for Benita Roth for the 2014-15 academic year, with the proviso that the Binghamton Chapter of UUP will cover 10% of the approved release time using chapter funds. Or not. Your call:**

Benita announced that now that she has been elected for two more years, someone needs to make a motion to approve her chapter release time support. Bob Pompei requested that Benita Roth, President of the local chapter leave the room and in her absence the Vice President for Professionals, Fran Goldman take over this personnel issue. In President Roth's absence, Fran Goldman asked for discussion. David Stone **MOVED THAT WE APPROVE** President Roth's release time. **SECONDED** by Bob Pompei. **MOTION APPROVED WITHOUT DISSENT.** Benita thanked Executive Board members for their support.

9. **New treasurer? As the top vote getter has not accepted the position, and since every other vote getter got one vote, we can a) hold an election among those folks or b) appoint our own via the Exec Board. Is anyone willing to be treasurer?**

Benita announced that the problem of a lack of a Chapter Treasurer may have been solved. Therefore, this agenda item was not discussed.

10. **Bylaws officers/committees – per the newly revised bylaws (see attached), we need for me to appoint, with the approval of the Executive Board, the following officers: a Membership Officer, a Communications Officer, and a Retiree Officer. We also have to have the following standing committees, with members to take effect for two year terms starting in June: an Election Committee, a Budget Committee, a Membership Committee, and a Communications Committee. In practice we have a Budget Committee and a Communications Committee, but we should formalize those with a vote. Volunteers?**

Benita announced that with the revised Chapter Bylaws, it is now legitimate to appoint old committee members or appoint new ones.

MEMBERSHIP:

Fran Goldman **MOVED** to appoint Joe Goldman and David Stone as Membership Co-Chairs. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.** Benita stated that she would entertain a motion that Joe and David also constitute the Membership Committee. Serdar Atav **MOVED** that Joseph Goldman and David Stone also constitute the Membership Committee. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.** Benita explained that this does not negate the fact if someone wants to volunteer they can, as Benita can appoint throughout the year in the event that a faculty member would like to volunteer. David Stone stated that some of the new hire orientations held throughout the year conflict with his department meetings. David would welcome volunteers and explained that the process would take approximately 10-15 minutes and the volunteer would talk for about 5 minutes to new hires and invite them to join the union. These orientations are held approximately once a month. Donald Kunkel asked David Stone to send him an email if he needs assistance on the Membership Committee. David agreed to do so.

COMMUNICATIONS:

Donald Kunkel **MOVED** to appoint Lisa Havtur as Communications Officer. **SECONDED** by Fran Goldman. **MOTION PASSED WITHOUT DISSENT.** John Oldfield **MOVED** to appoint Donald Kunkel to the Communications Committee. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.**

RETIREE:

Serdar Atav **MOVED** that John Oldfield and Bob Pompei be Retiree Officer Co-Chairs. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

ELECTIONS:

Regarding the Elections Committee, Darryl Wood stated that without reading the By-Laws his sense is that the Elections Committee looks for and advises the Chapter President of candidates to become Executive Board members and officers. The current chapter officers would be on the Elections Committee. Sean Massey **MOVED** that the chapter officers serve on the Elections Committee. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

BUDGET:

It was agreed to postpone voting on the Budget Committee until after a Chapter Treasurer is appointed.

11. Issues and Concerns from the Executive Board:

Stuart L'Hommedieu introduced guest Alan Wang to the Executive Board meeting. Alan was elected to serve on the 2015-2017 Executive Board.

Stuart L'Hommedieu was unable to attend the March Executive Board meeting but read in the Minutes there was discussion during the March meeting of ITS's move back to the Computer Center. Stuart stated that he is the coordinator of the move out of the Computer Center and now the coordinator of the move back to the Computer Center. He

would be happy to answer any questions that people may have concerning this. Stuart explained the following: The money that was going to be used to abate the building evaporated. As the design of the building was for computing services, in its present state it is not really conducive to any other organization. To effectively use the building, ITS is moving back. Also, ITS staff missed their former location. Paint and patch work is being done. There were approximately 12 people who did not have offices, but rather cubicles or shared areas. It looks like there is now approval to get more offices, so everyone will end up with an office. Most of the furniture in the building is still there.

Andrew Morris stated his concern with the lack of adequate parking. He recently did a presentation with members of the Harpur Advising Office and heard they will be moving into one of the reconditioned Dickinson Buildings. All three floors will be occupied, which means an enormous amount of staff will be added to the east side of campus. He explained that this morning there was not a single parking space available from the paid parking lot all the way to the East Gym. One staff member was reduced to having to go into the paid lot, because he could not find a spot. Andrew explained that he met with Vice President Rose, who is now in charge of parking and transportation on the campus. Vice President Rose informed Andrew that the University has purchased six small buses, which will be working as a trolley system circulating the campus in the fall. They discussed alternatives and the possible use of Lot T, which is next to Admissions. Another concern is that there are construction people parking outside of the fenced-in area. David Stone informed the Board that if anyone sees a construction vehicle parked outside of the fencing area, to please call Physical Facilities and someone will get them to park back inside their designated areas. Benita suggested to Andrew that he be “like furniture” (i.e. be a permanent fixture re: the issue) and if Vice President Rose says you cannot do something, ask him why. She stated that Vice President Rose knows how UUP feels. He is the person in charge, and we have had the consultants come in. We already forbid first year students from parking on campus. Vice President Rose needs to keep hearing from us. Benita added that the Parking Advisory Committee has been reconfigured. She noted that she has basically the entire consultant’s report but has not shared it widely. Andrew stressed that people are coming to work angry because of our parking situation, an experience which we did not have on the other side of campus.

Serdar Atav stated that Brain Rose fed the Parking Advisory Committee breakfast and then fired twofaculty members on the Committee. They were told the Parking Advisory Committee was gone. Yesterday this Committee received notification that it is still listed there.

Stuart L’Hommedieu stated that we are trying to get Lot T changed to a commuter lot for the fall, but there have been no promises. He added that Sue Crane, Director of Parking Services is well aware of the challenge. Benita stated that the administration needs to maintain parking at status quo in every case. (BR’s note: this last comment was in response to some discussion of possible changes to a tiered system for parking spaces beyond what already exists).

Serdar Atav announced that the saga of where to locate the Decker School continues. As of this morning, there are blue prints of the new Pharmacy School and the Decker School of Nursing. It was mentioned in a meeting by the Dean of the Decker School of Nursing. Serdar stated that the administration is still telling the Faculty of the Decker School of Nursing and the Faculty Senate that there are no plans to move the Decker School. Benita added that there is a lack of communication between what the President's Office has been saying about this through Human Resources and Labor Management and what the Deans say. This topic is on the agenda for Monday's Labor Management Meeting, at which President Stenger will be attending.

12. Report of the President:

a) The Spring DA will be held in Saratoga Springs New York at the Saratoga Hilton on April 17-18. Many votes on statewide officers will take place. Thanks to those of you who are coming – first rounds on me.

b) The Center for Civic Engagement's Institute on Community-Engaged Teaching, Research & Scholarship was held with our co-sponsorship on March 18 and 19th. They including our logo on flyers, and our language about the importance of curricular developments around experiential learning as being home-grown initiatives – as opposed to Governor Cuomo's mandate – was in the program.

c) The Campus Climate Survey is still not out (as of my writing up the agenda on Sunday, April 12, 2015). As it was taken by many of those we represent, we are curious as to what it shows. We will be asking about it at the next Labor Management meeting, which is with President Stenger, on April 20.

Stuart L'Hommedieu stated that he heard the results of the Campus Climate Survey will be out within a day or days. Sean Massey added that he had heard this as well. Fran Goldman asked Sean Massey if the results would be his analysis. Sean replied that he did the stats and gave the results. He added that the problems are clear and obvious, and he feels there will be a lot of debate regarding suggestions about what to do about it.

d) The notes on the last Labor/Management meeting are attached to this agenda. I believe that it was relatively substantive. I have the full draft report on parking and transportation from the consultants: if people are interested let me know and I will forward it to you.

e) I attended most of the Chapter Leadership Retreat at the Otesaga hotel in Cooperstown on March 20-21. As usual, the retreat was useful in terms of workshops given. The Chapter Presidents/VP meeting covered a wide range of subjects, but focused chiefly on what UUP was hoping to achieve re: this year's budget. As Fred Kowal has emailed everyone on these issues, I won't reiterate. I had some talks with chapter officers about UUP's plans for the next round of negotiations. Nothing is set yet in terms of who will be the chief negotiator or who will be on the team.

Benita stated that she was the only person there from Binghamton. She added that if anyone gets invited to attend next year or is interested in going, there is quite a lot of

substantive information. Benita noted that UUP is starting to move into the phase of negotiations.

f) Darryl and I had a good meeting with Nicki Richardson, who was at our March Executive Board meeting and who will be an organizer for NYSUT around questions/issues that affect higher education. She is very well versed in the ins and outs of the labor movement generally and I think will be a good resource for us going forward.

Benita stated that Nicki Richardson may be amenable to doing a workshop or presentation to our general membership.

g) If you have people you want to have invited to the May “Thank you” Lunch, let Linda O’Branski know at uup@binghamton.edu.

h) I have met with a few members re: their concerns. Nothing that I can talk about, but I don’t anticipate it being a slow summer.

Benita stated that in terms of members’ careers, she can’t really talk about it, but she doesn’t think she will be going to have a slow summer. She added that things are kind of heating up in the arenas regarding some of our members. For example, job security.

Lisa Gallagher stated that while she was off campus, she heard from colleagues that Students for Change had taken over the President’s Office. She added that not a lot of people in her area know about it. Benita explained that while she was not in attendance at the meetings with the administration or the occupation of the office, that she was aware that Students for Change has a list of 20 demands. Some are quite substantive and involve curriculum, some are more general. . As a faculty member, Benita stated she shares a lot of concerns regarding what the students have on their agenda. Benita noted that she thinks some of these issues they are bringing up have legs and things may be quiet during the summer, but not in the fall. Andrew Morris stated that on March 28 and 29, Admissions was hosting about 4000 people. Members of the student group entered the Events Center and sat in seats waiting for President Stenger to arrive. President Stenger decided not to speak. The students left the Events Center and raised their voices to these 4000 people. Pipedream has a link to the students’ demands Sean Massey added that some of the demands are not new and have been discussed for about a year and a half. Neil Christian suggested that perhaps the Campus Climate Survey results will help clarify. Considerable discussion followed regarding the student demands and the Campus Climate Survey.

Stuart L’Hommedieu **MOVED** to adjourn. **SECONDED** by Neil Christian Pages. Meeting adjourned at 12:50 p.m.

The May Thank You Luncheon will be held on Wednesday, May 6, 2015, from 11:30 a.m. to 1:00 p.m. in UYW 324.