

## MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, February 10, 2016

11:30 a.m. – 1:00 p.m., UUW 324

**Present:** S. Atav, V. Carnegie, B. Cornick, L. Fuller, F. Goldman, J. Goldman, B. Kilmarx, D. Kunkel, S. L’Hommedieu, D. Lewis, S. Massey, N. Pages, R. Pompei, N. Quince, B. Roth, S. Seibold-Simpson, R. Snyder, D. Stone, A. Wang, M. Zinkin

**Guests:** D. Wood, Labor Relations Specialist, E. Colon

The meeting was called to order at 11:40 a.m. President Roth welcomed Executive Board members and guests to the February meeting.

**1. Vote to approve Minutes from Executive Board Meeting, December 9, 2015. See attached. Discussion?**

Stuart L’Hommedieu **MOVED TO APPROVE** the December 9, 2015, Executive Board Minutes. **SECONDED** by Susan Seibold-Simpson. **MOTION PASSED WITHOUT DISSENT.**

**2. Passing the Hat for the Sunshine Fund.**

The Sunshine Fund was set up to use for purposes that would not be covered by the Chapter Allocation, such as get well gifts and retirement gifts. The Executive Board has been passing the hat for the last two years and it is up to members if they want to contribute or not. \$25.00 was collected at the February meeting.

**3. Treasurer’s Report: See attached.**

Treasurer Joseph Goldman stated that there was nothing out of the ordinary in the December 2015 and January 2016 Treasurer’s Reports. David Stone **MOVED TO ACCEPT** the December 2015 and January 2016 Treasurer’s Reports as submitted. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

**4. Report of the Vice-President, Professionals.**

Vice President for Professionals, Fran Goldman wished Executive Board members a Happy New Year and reported that it has, unfortunately, been a busy beginning of the year. Issues of harassment by supervisors have come up a couple of times. Fran suggested that it might be time to bring this up again in a Labor Management meeting. Fran stated that she has been approached by Philippe Abraham that Binghamton University host the 2016 “Conference for Central New York Professionals” on June 21. Fran noted that she is now on a college-year appointment and may not be here. She asked for a volunteer to host the event. Susan Seibold-Simpson agreed to do so, as Benita Roth and Fran Goldman may not be in town. Last year the event was held for the first time at Binghamton University. Approximately 50-60 people attended from Binghamton, Cortland, Syracuse, Albany and Oneonta. It is similar to a general membership meeting with dinner. UUP Statewide pays for it and it is good publicity for Binghamton University.

**5. Report of the Vice-President, Academics.**

Vice President for Academics, Susan Seibold-Simpson reported that there are a couple of situations that have been moving through the process, but nothing outstanding that needs to come before the Board. She added that nothing specific to academics was discussed at the Winter Delegate Assembly. Darryl Wood stated that many campuses with general education requirements have asked academics to do an assessment of their general education course work. This assessment has fallen on a disproportionate number of part-time academics. Darryl asked Susan Seibold-Simpson if Binghamton is doing any kind of assessment of these courses and if so what is the role of these instructors of record who are involved. Neither Susan nor Benita Roth knew of this type of assessment. Melissa Zinkin stated that she was asked to do an assessment. She added that she was not asked to do this as undergraduate director but as the instructor of record. Benita stated that this could be brought up as a “Below the Line” agenda item at the Labor Management meeting. Darryl added that he asked the question because the instructors are not hired to do that kind of work.

**6. Newsletter/Communications Committee.**

Benita Roth asked Beth Kilmarx and Lori Fuller to report. Lori Fuller announced that she has sent out a bid to the current printer for color printing of both two-color and four-color for the Newsletter. Unfortunately, the price that we were charged was too little the last time the newsletters were printed. The amount for 2000 newsletters for two-color raises from \$300 to \$900 and to \$1100 for four-color. Lori asked for comments. Fran Goldman stated that she thinks it is a good idea for color printing and believes it would jazz the newsletter up a bit. David Stone asked Lori if she had asked the Copy Center for a quote. Lori explained that the more copies you have made at the Copy Center, the price does not go down. Although she would be happy to get a quote, her experience has been that using the Copy Center is fine when you need the work quickly. However, it does get pricey when you tend to order a large amount. Lori will get a quote from the Copy Center. Sean Massey asked if we were picking union shops to do the printing. He noted that Sun Valley is one. Beth Kilmarx announced that the deadline for the submission of articles for the next newsletter is February 19 and urged Executive Board members to submit articles to her or Lori so they can do the editing. Beth noted that she received a great article written by Mike Little about why he joined the Executive Board and what it has meant to him the past year. Both Serdar and Benita will be submitting articles. Benita will be writing about salary compression in part summarizing Cortland’s strategy to eradicate salary compression. The summary involves putting forward a model for academics. It excludes part-time academics. Cortland hired a consulting firm to put together models for professional employees. If Cortland can do it, Benita believes Binghamton can do it. Neil Christian Pages asked who initiated this. Darryl Wood explained that Cortland did something similar 5-7 years ago and it came largely out of the administration, although UUP had been pushing it for a long time. Benita added that it is an institutional problem. She will be making the case for Binghamton. Serdar said that he wrote an article a few years ago looking at UUP’s analysis, and Binghamton was looking worse. Benita noted that Binghamton’s academics have the lowest salary on average of the four SUNY university center campuses.

**7. UUP support for showing of Suffragettes film – with other unions (CSEA) and the**

**League of Women Voters of Broome and Tioga County – EPAC Theater, Endicott, February 26, 2016. Beth Kilmarx will explain.**

Beth Kilmarx stated that about a month ago, PEF requested support for the showing of the movie, in cooperation with the League of Women Voters to push registration. The EPAC was rented out for February 26. Donna Lupardo and Debbie Preston will be speaking. Beth asked the Board for \$250, which involves the rental of EPAC (\$800) and a reception beforehand. She realizes it is slightly early but they want to get in for Women's History month and is pushing voter registration. Beth added that CSEA is also contributing \$250. Benita asked for discussion and volunteered to say a few words at the event. Sean Massey **MOVED** to make a \$250 contribution. **SECONDED** by Serdar Atav. **MOTIONED PASSED WITHOUT DISSENT.** Beth stated that the doors open at 5 p.m. and stressed that board members get there early if they want food. Although food is not allowed into the theatre, there is a small lobby and the food order will be for 100 people. Beth will try to get a professor to speak for five or ten minutes. Benita volunteered to do so, if needed. Benita asked Beth to send her a blurb of the event that she can send to the UUP listserv.

**8. UUP support/discussion of Tobacco Campus Free Initiative--Susan Seibold-Simpson will explain.**

- Susan Seibold-Simpson reported that she was approached last December about participating in the planning process of a Tobacco Campus Free Initiative at Binghamton University. This is being developed by JoAnn Navarro and Johann Fiore-Conte. Susan explained that in 2012, the SUNY Board of Trustees passed a resolution to make all campuses tobacco free. As of now, there is no current legislation required, but SUNY is encouraging it. A suggestion would be to have the initiative announced this spring with implementation in August. There will be two subcommittees. One will deal with policy implementation. The second will work towards the dissemination of information and helping individuals obtain assistance. This may be a controversial policy. Cortland instituted this with little problem, but Buffalo had some challenges. It was indicated that enforcement is going to be a critical one and may have an impact on international students. Susan explained that she is UUP's representative on this initiative and encourages feedback. Darryl Wood stated that other campuses have gone in this direction. Cortland did this a couple of years ago because the Chancellor made a comment and they decided to implement. Darryl added that one big issue would be penalties suffered by employees and this concern should be raised and discussed at Labor Management. If it is just proactive, Darryl thinks UUP would want to get behind it. However, if smoking on campus is penalized, there may be a problem. Benita asked if there is student representation on this initiative. Susan read the names of the committee members but said she did not know if there is student representation. Susan stated that the first meeting is next Friday and they are moving it along. Stuart L'Hommedieu asked why the cessation policy would become an issue if we can't drink on campus? Darryl Wood explained that there is a State law that you cannot smoke in a State building but there is no State law that says you cannot smoke in your car while you are on campus. Darryl added that penalization is discipline without due process and based on his understanding penalization of smoking is a term and condition of employment and must be negotiated. Benita told Susan that we have given you a charge -- if anything in the initiative leads to penalties, we need to know about it. Neil Christian Pages stated that he is sad to see the union getting involved in this, as tobacco is not illegal and the same thing with the policy on

dogs. He does not agree with the union being involved in people's private lives. His concern is advocating for a policy is not the job of the union. Melissa Zinkin agrees with Neil Christian and believes that as long as one is not hurting someone else, she would be against such a policy. Benita explained that Susan was asked to participate in the initiative as a union representative not as a health educator. Benita would like UUP to be included in this as a stakeholder. Susan added that she does not have an oar in the water but as a health professional is aware of the results of second-hand smoke. She stated that many health institutions are smoke free. She is comfortable as a union representative. Serdar Atav stated that the current smoking policy is not being enforced and enforcement of a new policy is going to be very messy. Benita added that enforcement is also very arbitrary.

- Donald Kunkel asked if there was an update on the email that went out concerning dogs on campus. Benita replied that this was discussed at Labor Management and has gone nowhere. Don explained that he asked because he has seen a sign on campus stating only authorized pets are allowed. Don will send Benita a picture. Bob Snyder stated that authorized pets are not allowed in Science Five because there are research animals in the building. Benita added that the Faculty Senate Executive Committee sees this as a non-issue and the President sees it as a non-issue. Fran Goldman stated that she is a building administrator and has not been consulted about dogs on campus.

**9. UUP support for the Lesbian and Gay Family Building Projects annual “Pride and Joy” Families Weekend Conference on March 18-20<sup>th</sup>, 2016.**

<http://www.binghamton.edu/prideandjoyfamilies/conferencemarch2016/index.html>

**Susan Seibold-Simpson will explain.**

Benita asked Susan Seibold-Simpson or Sean Massey to report. Sean Massey stated that both he and Susan support this Conference. The organization has put on several successful conferences. Last year and this year the conferences were well attended and popular. We are hoping for some support. Susan added that there is an educational conference before the weekend for social workers, nurses, care providers, etc. who are working with these people. We are hoping for \$450. Serdar Atav asked for clarification as it is his understanding that the conference is being funded by a grant and attendees have to pay. Serdar questioned the conference's need for money or if the request is for symbolic support. Sean replied that the conference can work within the budget it currently has. Susan added that the money is needed, as it can be used to provide tuition assistance for people. This would be reorganization of the money and not for profit. Benita asked if the chapter can target the funds specifically for tuition assistance to attend the conference. We can also send a member from UUP. Benita added that our money has to starting working for us on a more active basis. Susan agreed that it could be used for tuition assistance and it will be acknowledged in the program. Sean Massey **MOVED** that UUP supports the Lesbian and Gay Family Building Projects annual “Pride and Joy” Families Weekend Conference in the amount of \$500, specifically for tuition. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.**

**10. Issues and Concerns from the Executive Board, and “below the line” agenda items for the Labor-Management meeting on December 21, 2015.**

- Bob Pompei reported that he had heard there was an air quality issue in Old Johnson Hall. Benita explained that this had been discussed at the December Labor Management

meeting. People who worked in the building brought this to our attention and there were complaints that people could not work in the building without the windows opened. Employees were moved into the building before the tests were actually done and once the tests were done, they were done improperly. The concern is that Geography and some other offices are still in the building. Some tests were done again in December but there are still questions about standards being used. State standards are more stringent than the standards set by OSHA. Benita stated that Joe Schultz has asked for a separate meeting rather than continue further discussion at the February Labor Management meeting. Nolana Quince asked about Old Champlain as she has just moved into that building. Nolana noted that it does have a new building smell. Some people are much more sensitive to the gases than others. If employees complain, cough and cannot work without the windows open, they shouldn't be in the building. Stuart L'Hommedieu explained the move by ITS staff from the Computer Center to Old Johnson and back and the challenges that were faced with this move. Lori Fuller discussed her move from the Harpur College Dean's Office. Although some of the officers were moved to the Engineering Building, her office was one that was moved down the hall to where the Math Department had been located. In response to her concerns, Lori was given a mask to wear. With the renovations being done in Student Wing and the Lecture Hall, there is concern regarding timely and proper air quality testing. Benita will keep Executive Board members informed as things happen. David Stone added that if there are comments or issues regarding the renovations of these buildings, he urged people to contact his office. Someone from Physical Facilities is assigned to these areas and two people deal with asbestos removal. Benita would like to have a big meeting regarding this issue and if we can schedule 15 or 20 people, she wants 15 or 20 people to attend.

- On behalf of EOP, Erik Colon thanked Executive Board members for their support of EOP Advocacy Day, which has been rescheduled to February 29. He asked that if anyone is interested in attending the event to contact him. Benita added that the t-shirts came in under budget. She stated that we also had a request for volunteers for Thursday, February 25 from NYPIRG. If anyone is interested in attending either event, please contact Erik for EOP or Alex who is working with NYPIRG. With NYPIRG's assistance with the Maintenance of Effort, we were able to send over 1000 from this campus. The MOE portion of the budget is being included for the next go around, so it may help some down the line.

## **11. President's Report:**

- a) We now have dates for "Beat the Blues" (Wednesday, February 24, 4:30-6:00 in the Mandela Room, and the general membership meeting, March 14, also at 4:30 in U UW-324.**

Benita announced the dates for "Beat the Winter Blues" and the general membership meeting and hopes there will be a good turnout. At this point, Benita does not have a blueprint on the membership meeting but is leaning towards more of an open forum. She urged Executive Board members to attend both events.

- b) I've posted the DSA list of awards on our website and our list should have received an email telling them where to find it. I expect that some people will be upset about publishing it but it is public information. There will be one more round of DSA that**

**was negotiated as part of the contract this fall. There will also be one more round of Drescher leaves and I believe one more round of IDA money, even as our current contract expires in June.**

Benita reported that there are several issues regarding the DSA list of awards. Some names are missing from the list and a lot of people are asking what it is. This is not an increase. The key word is discretionary. Some were decided by chairs, some by committees, etc. There will be one more round of DSA, one more round of Drescher, and one more round of IDA. That is what was announced at the Delegate Assembly. It is the understanding of Benita that it is all negotiated into this contract.

- c) **The Winter DA was, in one phrase, all about the current membership drive. We at BU have about 90% of those who work full time represented by the bargaining unit signed up as members, but only 53% of part-timers. The majority of the unsigned are contingent academics (i.e. adjuncts). We have the ongoing opportunity to meet with incoming professional workers, and Joe Goldman and Dave Stone do that and help sign those people up. We also have the orientation breakfast in the fall. However, despite having a list of contingent academics and doing a mailing at the beginning of the academic year to them, we get almost no response.**

**Linda has broken down all the fee payers by dept./unit – I urge all of you to look at this binder. We have thumb drives for folks that explain the importance of the union, and we have a variety now of written materials (Jamie took some of our suggestions to heart and mentioned the different new palm cards that are available at the DA several times). We also now, and this is huge, have the ability to have people fill out membership forms ONLINE. It is different than the downloadable forms. It is at <https://uuphost.org/myuup/Membership/RegForm.php>. While face to face conversations are really the gold standard in terms of signing people up, sending someone an online link might also work for those who, like most contingent academics, don't know that they could be part of the union because they work part-time. I think that it is worthwhile to think of ways to motivate the people here to sign up members.**

Benita reminded Executive Board members about the membership drive and encouraged them to take thumb drives, pins, membership cards, etc. and look at the list of feepayers to see if there are people they can talk with. Feepayers are now able to sign up online through the Statewide UUP website. She asked board members to let her know of any ideas they might have regarding a successful membership drive, such as a contest. Fran Goldman stated that it is hard to convince someone to become a member if they are only here for a semester or a year. Benita stated that much of this depends on what the Supreme Court does. If UUP can no longer collect fees from non-members, there will be an immediate cut of 15%. The union will still have to give feepayers benefits. It unclear in New York State due to the Taylor Law. If you are in a bargaining unit, you receive vision, dental, etc. It is the law of the land. Ultimately Benita would suspect creating different groups of people and identify. This will involve changes and these changes are not going to be immediate. We are a public good that any free rider can access. We need a strategy for the part-time employees. Statewide encourages face-to-face communication. Darryl Wood suggested offering a drawing for one \$25 gift card eligible to all employees who sign up during a month. Another suggestion was a \$25 coupon to

the Chenango Room. Erik Colon stated that Stony Brook worked out a coin system with dining services, on a monthly basis. Donald Kunkel suggested extending this to the Newsletter. If you submit an article, you get a free lunch.

**d) I sent out a notice that NYPIRG is asking for adult chaperons, either professional or academic, for Higher Education Advocacy Day which is Thursday, February 25. This is separate from the now rescheduled EOP Advocacy day, which has been changed from February 10 (when the legislature is not in session) to Monday, February 29<sup>th</sup>. If there is anyone who can accompany students to either one of these, they should contact NYPIRG's staff project direct, Alex Bornemisza, by February 18 at [abornemisza@nypirg.org](mailto:abornemisza@nypirg.org). Re: EOP Advocacy day, contact Erik Colon at [ecolon@binghamton.edu](mailto:ecolon@binghamton.edu).**

**e) Statewide UUP announced a NYSUT-funded program to develop membership recruitment specialists at the chapter level. There will be a seminar in March at the Otesaga in Cooperstown that will replace the new leadership seminar. From what I understood at the DA, four people from each chapter will be asked to make a multi-year commitment to recruitment. Only one chapter officer will be allowed to be one of the four. If you are interested, or you think someone else you know might be good for this opportunity, let me know. I will share details as I get them.**

Benita asked Darryl Wood to explain this NYSUT-funded program. Darryl reported that essentially it is in response to potential problems with *Friedrichs*. It consists of a multi-year set of workshops to help chapters develop programs to activate members and give them a reason to remain as members. Darryl and his colleagues will be holding workshops at the chapter level. Four individuals from each chapter will be invited to attend, but only one can be a chapter officer. The program is looking for a group of individuals who are willing to commit. There will be a lot of ideas discussed with hard skills given. As the year goes on, Darryl will be there to help shepherd them along. It is the understanding of Darryl that the seminar will be held the Saturday before the Spring Delegate Assembly. Benita stated that individuals do not need to be Executive Board members or attend meetings. She asked that board members think of this as similar to the May Luncheon, where they are asked to invite people who have contributed in some way throughout the year. Benita asked that Executive Board members let her know who they think might be a good candidate and added she would like to have the names of more people than too few.

Benita announced that she met with representatives from UPSEU, who now represents employees who work for Sodexo on campus. Sodexo has 350 full time employees and about the same number who are part time. UPSEU is the new union voted in by Sodexo employees about two years ago. They are now working on a new contract. Benita asked Executive Board members to refer to the yellow sheets and buttons placed on their tables. All of a sudden in January, Sodexo pulled out of negotiations. They basically withdrew the rather close proposal that they had for the workers and seem to be stonewalling. They have now come back with a second proposal, which includes nothing. No raises, no contributions to retirement funds, etc. Sodexo is asking UUP to support them by issuing a solidarity statement. Benita added that another meeting is scheduled for February 19, which she sees as a good sign. Employees have

asked President Stenger for support but he has declined to intervene in any way. It was noted that the University has just signed a ten-year contract with Sodexo. Benita asked the Executive Board to put forward a solidarity statement and will ask Donald Kunkel to upload the statement to the chapter website. Fran Goldman stated that she definitely thinks the chapter should issue a solidarity statement. Benita added that Governor Cuomo has raised the minimum raise so people coming in are receiving higher wages than those Sodexo workers who have been here for years. Darryl Wood noted that he is betting this new contract with Sodexo is resulting in kickbacks to the University of tens of thousands of dollars and that UPSEU might want to contract Folio public information. Bob Pompei reported that in the mid to late 1990s, Sodexo became unionized and that it was a fairly effective campaign. Benita noted that UPSEU is a fairly new union that works out of Albany. They are here every week. Donald Kunkel suggested in support we would be willing to boycott and give up our lunches. Bob Pompei **MOVED** that Binghamton University UUP strongly supports the workers of Sodexo as they negotiate a new contract. **SECONDED** by Fran Goldman. **MOTION PASSED WITHOUT DISSENT.**

Stuart L'Hommedieu **MOVED** to adjourn. **SECONDED** by Beth Kilmarx. Meeting adjourned at 1:00 p.m.

**The next Executive Board Meeting is scheduled for Wednesday, March 9, 2016, from 11:30 a.m. to 1:00 p.m. in UW-325.**