

MINUTES
UUP Binghamton Executive Board Meeting
Wednesday, September 13, 2017
11:30 a.m. – 1:00 p.m., UUW 324

Present: R. Andrews, S. Atav, H. Borruso, B. Cornick, B. Flynn, J. Goldman, C. Ignarri, P. Knuepfer, D. Kunkel, S. L’Hommedieu, L. Lisman, S. Massey, R. Mess, S. Michael, R. Pompei, B. Roth, K. Schull, R. Snyder, D. Stone, A. Wang

Guests: D. Wood, Labor Relations Specialist, T. Akhunov, V. Carnegie, L. Fuller, G. Jackson, K. Jesse

Chapter President Sean Massey welcomed members to the September 13, 2017, Executive Board Meeting. He stated that Benita Roth has been the Chapter President for the past four years, and for now he will follow her format. He thanked Benita, Darryl Wood, and Linda O’Branski for their assistance in the transition. Sean asked Executive Board members to introduce themselves, as some of them are newly elected. It was announced that Bob Pompei is the Retiree Delegate to the Executive Board.

With deepest sorrow, President Massey announced the recent passing of Erik Colon, a very passionate, active member of the Binghamton Chapter and UUP Statewide. Erik was very committed to union principles and a cherished, irreplaceable asset to the university, our students, and the EOP program. Members of the Executive Board shared moments spent with Erik, commenting on his ideas, energy and willingness to help both the Chapter and UUP Statewide. Erik attended UUP Delegate Assembly meetings, even though attending meant that he had to find a dialysis center nearby. He recently organized the staffing of a water station at the March of Dimes Walk at Otsiningo Park. Erik was always willing to assist. During the last few years, he worked with Joe Goldman on the Chapter Action Project and community advocacy. The two were both looking forward to getting the campus population involved in the State Constitution Vote. Erik was very engaged in member development and assisted with a recent phone bank. Even with setbacks, he made it work. He came up with great ideas, followed through with them, and actually took them further, which was evident in his recent organization, purchase, and distribution of chapter polo shirts. Services are scheduled for Thursday, September 14 from 5-9 p.m. at the Allen Memorial Funeral Home in Endicott.

Benita Roth **MOVED TO APPROVE** the donation of \$100 to the Scholarship Fund of Adrienne Colon, Erik’s daughter. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.** Lori Fuller will write a check from the Sunshine Fund in the amount of \$100 and send it to Erik’s home address.

1. Vote to approve Minutes from the May 10, 2017, Executive Board Meeting. See attached.

Benita Roth **MOVED TO APPROVE** the May 10, 2017, Executive Board Minutes. **SECONDED** by Stuart L’Hommedieu. **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 four years. It is voluntary and up to members if they want to contribute or not. \$59.00 was collected at the September 2017 meeting. The Sunshine Fund has a current balance of \$326.92.

3. Treasurer's Report for May, June, July and August.

Treasurer Joe Goldman reviewed the Financial Reports for May, June, July and August as well as the Chapter Budget Actuals Report for September 1, 2017 – December 31, 2017 and the Chapter Agency Fee Expenditures Report for Fiscal Year 2016-2017. Joe reported that Statewide has developed a quarterly report and asked that Agency Fee Rebateable expenses be kept under 5%. Sean Massey added that Statewide has issued two mandates: 1) We do more outreach, and 2) We keep agency fee rebateable expenses under 5%, which seem to be at odds with each other.

4. Report of the Vice-President, Professionals.

President Massey reported that Fran Goldman is retiring in September and has stepped down as the Chapter Vice President for Professionals after almost 20 years of service. Fran plans to remain on the Executive Board. The Chapter Vice President for Professionals is a vital office in terms of our members, and Fran did a great job. The Chapter is left with the need to fill this vacancy with someone who will take on the responsibility. Upon review of the Chapter By-Laws, the Executive Board has the authority to fill the position for the remainder of the term of office. Don Kunkel has agreed to step in. Sean asked if anyone else is interested or knows of someone who would be interested in the position. As no discussion followed, Sean asked Don Kunkel to leave the room so a vote could take place. Benita Roth **MOVED TO APPROVE** that Donald Kunkel be appointed to fill the remaining two-year term of Chapter Vice President for Professionals. **SECONDED** by Bob Pompei. No discussion followed. A **VOTE THAT DONALD KUNKEL BE APPOINTED TO FILL THE REMAINING TWO-YEAR TERM OF CHAPTER VICE PRESIDENT FOR PROFESSIONALS WAS UNANIMOUS**. Don received a round of applause when he returned to the room. He plans to contact Fran Goldman for guidance. Sean added that over the summer he, Darryl Wood and Benita Roth have been fielding many questions and member issues from professional employees. Benita Roth **MOVED TO APPROVE** taking \$100 from the Sunshine Fund to purchase a \$100 gift certificate from *The Goldsmith* as a retirement gift for Fran Goldman. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT**. Discussion will follow on plans for a thank you type of roast for Fran at "Fall Frolic," with the presentation of the gift certificate at that time.

5. Report of the Vice-President, Academics.

Vice President for Academics, Benita Roth reported that she has been fielding questions over the summer concerning tenure and promotion issues, raises, and gender disparity. She announced that the "Workshop on Tenure" will be held on October 25 at 8:30 a.m. in UUW-324. Benita stated there are some Harpur-focused issues related to tenure. Several of the members who have come to her for guidance, had been given incorrect information. When approached the new Harpur Dean about some of these concerns, the Dean asked Benita to elaborate on the individual cases. Benita declined due to concerns about member

confidentiality. Benita stressed that faculty members also have to take active control of their tenure and promotion. Sean added that UUP Statewide is encouraging us to send out departmental and program unit representatives for UUP. That might be a role they can play in the process of permanency and tenure and what we think are best practices in term of fairness.

6. Newsletter/Communications Committee – Lori Fuller, Donald Kunkel

Lori Fuller suggested that the Chapter begin the next newsletter, as some departments have already published a fall edition. Any articles and ideas for the newsletter are welcome. Lori will set up a meeting with Mac Gunter, who also assists with the publication. Discussion followed regarding ideas for content. The chapter receives copies of newsletters from other chapters. Different newsletters focus on different issues. It was suggested that the chapter think about including more than just contractual issues. One suggestion was an article about the upcoming electronic performance program for professional employees, as Benita Roth was instrumental in the establishment of it. An article on parking was also suggested. Sean stated that contributions for both the Newsletter and the Chapter Website are needed from all Executive Board members, as it is important to let people know what the union is doing.

7. CAP (Chapter Action Project) Report – Joe Goldman

Joe Goldman stated that he and Erik Colon had been meeting with regards to the Chapter Action Project. There is nothing new to report at this time.

8. UUP sponsorship of campus and off campus events:

As in previous years, UUP has been asked to co-sponsor various campus events: specifically, the Harpur Dean's Distinguished Lecture, scheduled for Wednesday, November 8 at 3p.m. in Old Union Hall; and the Professional Staff Senate luncheon and expect to be asked again this year. The Harpur Dean's Distinguished Lecture this year will be given by Professor Max Pensky from the Philosophy Department and Co-Director for the Institute for Genocide and Mass Atrocity Prevention. Sean Massed reported that he has received a request from the Professional Staff Senate to cosponsor the luncheon which will be held this year in the spring. Sean asked for a motion to approve sponsorship of both events. David Stone **MOVED TO APPROVE** co-sponsorship of the Harpur Dean's Distinguished Lecture and the Professional Staff Senate luncheon in the amount approved in the past. The motion was **SECONDED. MOTION PASSED WITHOUT DISSENT.**

A question came up over the summer regarding our sponsorship of on- and off-campus events (how we make decisions whether to support events and what account that support will come from (UUP or Sunshine Fund). Sean recommended that the chapter establish a standing committee to:

1. Develop a strategy/establish the criteria that will be used for determining sponsorship and funding of events and present that strategy to the Executive Board for approval.
2. Evaluate all new requests for funding and make recommendations to the Executive Board for approval.

Courtney Ignarri, Robert Mess and Stuart L'Hommedieu have agreed to serve on this committee. If possible, Sean would like to see guidelines in place by the October 11

Executive Board meeting.

9. Issues and Concerns from the Executive Board.

Courtney Ignarri voiced her concerns regarding Technology Maintenance Day, scheduled for Thursday, September 21. For many staff members, this maintenance limits the options they have for work that day. Communications from ITS have indicated that staff members could take vacation time or do yoga or kickball. A more concerted and thoughtful campus response could have a very positive impact on morale, productivity, and development among staff members. There has been a lot of discussion about what the day can be. Many supervisors might think this would be a great time for personal development. Courtney stressed she is not criticizing what ITS staff is doing but doesn't feel there has been a lot of consideration regarding professional development. Darryl Wood added that what you do and how you do it, is a terms and conditions of employment. Sean stated this issue will be an agenda item for the September 18 Labor Management Meeting. He added one thing to be concerned about with the new electronic submission of performance programs is that there is a clear policy regarding face-to-face interaction with employee and supervisor.

With Erik's passing, Peter Knuepfer suggested the Chapter prepare a "Special Order" resolution honoring his contributions to UUP at the Chapter and Statewide level. Sean will talk with Jeri O'Bryan-Losee at Statewide on Friday and draft a resolution for Erik Colon. Sean suggested that he prepare one for Fran Goldman upon her retirement to honor her work over the years.

10. President's Report:

"I am excited about my new role as your Chapter President. Things got off to a busy start this summer with numerous calls and meetings related to member issues. Darryl and Benita have both been incredibly helpful and patient, offering their insights, assistance, and time! I also attended my first Chapter Presidents' retreat which focused on a variety of issues, including the importance of member involvement in statewide and national issues affecting labor broadly speaking, and UUP specifically, and the implications of the upcoming Janus Supreme Court Case which, if it goes the wrong way, has profound implications for the strength, membership, and financial security of our union."

a. Upcoming Events:

The 2017 Fall Delegate Assembly is scheduled for Friday, October 13 and Saturday, October 14 at the Buffalo Niagara Convention Center in Buffalo, NY. Sean reminded Executive Board members to contact Linda if they are interested in attending. Observers as well as delegates are welcome.

"Fall Frolic" is scheduled for Wednesday, October 4th at 4:30 p.m. in the Mandela Room. Tell all your friends.

We will have the annual "Tips on Getting Tenure" workshop on Wednesday, October 25th, 8:30-10:00 a.m. in UUW-324. This should be a well-attended event.

We will have a general membership meeting on Wednesday, November 8, from 8:30 – 10 a.m. in U UW-324.

The University Wide Benefits Fair will be held on Thursday, November 16, from 10 a.m. to 2 p.m. in the Mandela Room.

b. I, and several other members of the BU community, attended President Stenger’s “State of the University” address. Per the Agreement, he will be attending our October Labor Management meeting. If you have any concerns that you would like us to bring forward, please email them to me.

Sean announced that President Stenger will be attending the October Labor Management Meeting. He added that an agenda item will be why the President felt the need to disrupt the workplace of employees in the Administration Building by relocating them during the student protest in May. A rumor is circulating that office doors in the Administration Building have since been replaced, and access cards are now required to enter offices.

c. Update on contract negotiations. Reminder: The membership-only portal on the uupinfo.org website includes the most current information on contract negotiations.

See <http://uupinfo.org/negotiations/index.php> on how to access the information.

Sean reported that contract negotiations are ongoing. There are still a few issues to negotiate, but these arguments are very important parts of the contract. A resolution agreement is not expected until late fall and then it goes to vote. Discretionary funds are frozen as well as any cost of living increase. Contract negotiations can be followed online through the Statewide UUP website.

d. Establishing a department/unit representative system to increase member engagement and awareness of the UUP.

Because of the Janus case, currently before the U.S. Supreme Court, it is even more important for us to work to increase member enrollment and participation. Given the current political climate and the current makeup of the court, is it possible that the court’s decision may limit our ability to collect agency fees from non-members, even if they continue to benefit from union negotiated compensation and benefits. Because of New York State’s Taylor Law, the question is going to be, “How is the Janus decision interpreted?” This will depend on how the decision is written. Sean reported that UUP Statewide is pushing for the establishment of these department/program/unit UUP networks on all SUNY campuses.

Another step will be to go through the list of feepayers, sorted by department and identify areas where we don’t have representation. Sean asked for assistance with this and encouraged Executive Board members to contact him if they can help. It was suggested that each person in the room identify a colleague, a friend, or someone across campus they know and forward those names to Sean. Time to speak about the union during department meetings can and should be requested.

e. Discussion regarding the establishment and staffing of other chapter and statewide committees.

Sean learned at the Presidents Retreat that UUP Statewide wants every chapter to have a Vote Cope liaison. Sean asked if anyone or knows of anyone who would like to volunteer, to please contact him.

Sean reported that he has heard there is a perception of age discrimination on campus, and some members have reported being harassed and feel they work in a hostile environment. Because older members are sometimes perceived as being at the end of their career, they are being treated as if they are irrelevant with regards to decision making, scholarly contributions, etc. He would like more discussion on this topic and will be talking with UUP Statewide about it at the upcoming Delegate Assembly. Discussion followed regarding age discrimination for both academic and professional employees. It was suggested that UUP Statewide be asked to come to campus and do a workshop regarding this issue. UUP chapters are also engaged in stopping gender discrimination and closing the wage gap. Sean asked Executive Board members for help by participating in some type of committee.

Benita Roth **MOVED TO ADJOURN. SECONDED** by Serdar Atav. Meeting adjourned at 12:55 p.m.

The next Executive Board Meeting will be held on Wednesday, October 11, 2017, from 11:30 a.m. to 1:00 p.m. in UUW 324.