

## MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, November 15, 2017

11:30 a.m. – 1:00 p.m., UUW 324

**Present:** S. Atav, B. Cornick, L. Gallagher, J. Goldman, C. Ignarri, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, S. Michael, B. Roth, R. Snyder, D. Stone, A. Wang

**Guests:** D. Wood, Labor Relations Specialist, G. Jackson, E. Wright

The meeting was called to order at 11:42 a.m. President Sean Massey welcomed Executive Board members to the November Executive Board Meeting.

**1. Vote to approve Minutes from the October 11, 2017, Executive Board Meeting. See Attached.**

Robert Mess **MOVED TO APPROVE** the October 11, 2017, Executive Board Minutes. **SECONDED** by Benita Roth. **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. \$33.00 was collected at the November 2017 meeting.

**3. Treasurer’s Report for October. See Attached. UUP Agency Fee Rebate Guidelines. See Attached.**

Treasurer Joseph Goldman reported that the largest expense was “Fall Frolic.” Other than that, expenses are just the regular monthly bills. Benita **Roth MOVED TO APPROVE** the October 2017 Treasurer’s Report. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.** Treasurer Goldman discussed the Agency Fee Guidelines noting that UUP Statewide is concerned because the Chapter is spending approximately 16% of its budget on agency fee items. This has been brought up by Statewide a number of times. UUP Statewide reminds chapters that no more than 5% should be allocated to agency fee purposes. Sean Massey added that chapter presidents have discussed this and it is one of the things UUP Statewide is worried about. There appears to be mixed messages, as the union is encouraged to increase our visibility in the community and build solidarity with other labor unions, but spending on those efforts would not be appropriate given those highlighted guidelines. The agency fee rebateable funds are reimbursed by UUP Statewide and do not come out of the chapter budgets. Discussion followed with regards to ways in which the chapter can become creative in how some of these activities can be designated as non-agency fee rebateable expenses (e.g., the particular wording placed on t-shirts). Sean stated he would discuss these ideas with Statewide.

Sean Massey asked Stuart L’Hommedieu for an update on the standing committee consisting of Stuart, Courtney Ignarri and Robert Mess that was formed at the September Executive Committee to establish criteria to be used for determining sponsorship of

events. Stuart reported that the committee has developed a draft of the proposal and welcomed feedback. A copy of the proposal was distributed to Executive Board members. After considerable discussion, Benita Roth **MOVED TO APPROVE** the following guideline. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

*Guideline:*

*For all donations and expenses to support requests for financial assistance, the Binghamton Chapter will spend up to but no more than 6% of its total annual budget allocation for any budget year. At no time will any one expenditure/donation exceed 3% of the total annual budget allocation for that budget year.*

*Exceptions to this guideline will require a two-thirds vote, of all Chapter Executive Board members present or by two-thirds vote when conducting an electronic ballot, in support of the exception.*

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

Vice President for Professionals, Donald Kunkel reported that he attended the Fall Delegate Assembly and is participating on the Statewide Membership Committee. He will have more information regarding a membership drive when it becomes available. Donald added that he has assisted about six people with various problems, some of which he had not anticipated. It has opened his eyes to a number of problems on campus that need to be addressed. The trend of hiring professional employees at 90%-95% continues, and the issue will be brought up at the November Labor Management meeting.

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

Vice President for Academics, Benita Roth reported that she attended the Fall Delegate Assembly and it was very focused on contingents. There is a contingent survey currently being circulated. Benita added that she has met with a few people with concerns which have been addressed at Labor Management meetings about the misuse of contribution to mission and interpretation of the contract. Darryl Wood added that last month he has done a couple of interrogations. Both issues have been resolved. Sean Massey stated that he is very appreciative of Darryl's support.

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

Lori Fuller reported that the chapter Newsletter is ready and with Sean Massey's approval it will go to print. She introduced Newsletter Editor Mac Gunter, stating that Mac stepped up and did everything he could to assist. Mac added that it is his pleasure to assist with the Newsletter, as he is a union guy from Ontario and happy to help with the mission. Lori stated that she received two bids from printers and the chapter will continue with **Bob Carr 2.0**. Lori added that members should begin thinking about articles to contribute to the next Newsletter.

**7. Issues and Concerns from the Executive Board.**

Serdar Atav reported that in a faculty meeting, his Dean announced the UUP contract had been signed and departments and schools are responsible for all the financial requirements that are imposed. Lisa Gallagher added that she heard there is actually a

number that the campus is going to have to absorb. The Professional Staff Senate has heard there may be faculty and staff reductions. Rumors appear to be spreading.

Sandra Michael stated that in the past deans, at least in Harpur, have asked departments to come up with guidelines regarding faculty mentorship. Discussion followed regarding the responsibility of the university to provide proper guidelines and whether or not these should be consistent across campus. Donald Kunkel stated that the problem with proper mentorship is not unique to faculty and is also an issue for Professional employees. He added that he is dealing with an issue now because things were not done correctly. A workshop for professionals may be held in January to discuss this.

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

**\*\*Upcoming - University Wide Benefits Fair.\*\*** University Wide Benefits Fair will be held this Thursday, November 16, from 10 a.m. to 2 p.m. in the Mandela Room. Linda has been working non-stop to make this a successful event.

**\*\*Upcoming - Labor Management meeting.\*\*** The next Labor Management meeting will be held on Monday, November 20 (next week). Some of the items I've asked to be included on the agenda (agenda is still tentative) are:

Sean Massey reported these items are member driven.

- **Concerns about Research Compliance expectations and implementation of the new online research compliance system.**

Sean stated that a new research compliance online system has been instituted, which got rolled out without anyone being trained on it. If a PI has had a previous protocol, they are required to re-enter the information and are being re-assessed as a new application. Representatives from the Research Compliance office will be attending the November Labor Management meeting.

- **Concerns about the protocol of fundraising during faculty meetings.**

Sean reported that apparently this is being done - especially with regard to the Binghamton Foundation. Discussion followed regarding legality, the use of University email, and the pressure to contribute.

- **Concerns about Excelsior and TAP funding and the declaration of a minor.**

Sean stated there are some ongoing concerns about this, especially regarding programs that have minors and our pre-med and pre-law programs. Basically, there is massive confusion and is being discussed in Academic Advising. This is a very problematic concern, as some programs rely on minors and enrollments will suffer.

- **Concerns about environmental quality in newly renovated buildings.**

Sean asked Brendan McGovern to report on information he has gathered regarding the renovations of the Old Johnson and Old O'Conner buildings. Brendan reported there appears to be a sick building issue and a physical safety concern. Tom Blake was recognized as being the face of these concerns and was instrumental in bringing it to the attention of UUP. These problems were discussed at length in a Labor Management meeting last year. Two people have reported they can't stay in the

building for more than 45 minutes due to the poor air quality. Outgassing has occurred. Ceiling tiles have fallen down. One tile fell on a student and cut the student's arm. Last Friday a tile fell down in the middle of a class of 50 students. During the last two years, over twenty instances of falling tiles have been reported. This number was obtained by work orders that were placed, so there could have been more. There has also been extensive flooding in Old O'Connor. Brendon added there have also been some animal infestations in the building. Problems with squirrels have been going on for a long period of time. A ground hog appears to be living in a building. Apparently Environmental Health and Safety does not address these issues, but focuses more on the outside of buildings. Sean asked if he could have a packet of this information so it could be discussed at the November Labor Management meeting.

- **Concerns about the number and duration of 90-95% professional positions.** Sean reported this is an ongoing problem. Feedback he has received from Administration is that things have improved. However, in conversations with statewide UUP, it appears that this may be an ongoing SUNY-wide strategy for avoiding costs and putting the burden and risk on the backs of members.
- **Concerns about the lack of mentorship for preparing for tenure and promotion.**

**If you have any additional concerns that you would like us to bring forward, please email them to me.**

**\*\*Report from October's Labor Management Meeting.\*\* We held our monthly Labor Management meeting on October 16. President Stenger and Provost Neiman both attended. We brought up several concerns raised by members, relating to: informal evaluations of faculty, the non-negotiated expansion of performance programs and expectations of our members, how Administration plans to respond to racism on campus, as well as faculty, staff, and student activism in response to racism, etc. It was a tense meeting.**

**\*\*2017 Fall Delegate Assembly.\*\* Several of us attended the 2017 Fall Delegate Assembly the weekend of October 13-14 in Buffalo. As usual, an inspiring meeting. There was significant focus placed on: the "No on ConCon" efforts (which have proved successful in stopping the NYS Constitutional Convention); and preparation for the likely unfavorable ruling in the \*Janus\* case. We passed resolutions honoring our brother Erik Colon, calling for increased support in response to the hurricane in Puerto Rico and the wildfires in California, in solidarity with Iraqi worker interests, and to call for an end to the war in Afghanistan. UUP scholarships were awarded to two Binghamton students: Ivan Gubarev and Diane Matthews.**

**\*\*Tips on Getting Tenure Workshop.\*\* We held the annual "Tips on Getting Tenure" workshop on October 25th. Thanks go to Serdar, Benita, and Linda for their work on this! Attendance was similar to last year. Members asked a variety of questions about the tenure and promotion process and timeline, and about the ideal balance among teaching, research and service. One area of concern that**

emerged had to do with a lack of mentorship for new faculty, and the lack of clear expectations about specific standards across departments and programs.

**\*\*General Membership Meeting.\*\*** We held a general membership meeting on November 8. UUP President Fred Kowal attended and gave an inspirational talk on what's at stake for higher education, our union, and the labor movement in general given the current political climate and the pending Janus case. He encouraged efforts toward building membership and encouraging participation in union advocacy efforts, focusing on getting local members to meet with their state-wide elected officials. President Kowal also updated us on contract negotiations, explaining what the sticking points are and encouraging chapter members to advocate with our campus leaders to stand in solidarity with us.

**\*\*UUP Member Network.\*\*** I have put together a list of all executive board members, other UUP members, and non-member fee payers broken down by Department/Program/Unit. During this meeting, I would like each of you to take a moment and look at these lists. What I'd like to come from this is to have someone lead the member network for each Department/Program/Unit. That can be one of you or someone you think would be good that we can recruit for this role. Also, I'd like each of you to make a note of all of those who are currently non-member fee payers. Between now and our next meeting, I'd like you to commit to having a conversation about the union, why being a member is important, and ask them to sign a membership card. We also still need to identify a Political Action Coordinator and a VOTE-COPE Coordinator for our campus.

An Executive Board member **MOVED TO ADJOURN**. **SECONDED** by another Executive Board member. Meeting adjourned at 1:05 p.m.

**The next Executive Board Meeting will be held on Wednesday, December 6, 2017, from 11:30 a.m. to 1:00 p.m. in UUW-324.**