



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, March 14, 2018, 11:30 a.m. – 1:00 p.m., UUW 324

Present: H. Borruso, B. Cornick, L. Gallagher, C. Ignarri, P. Knuepfer, D. Kunkel, L. Lisman, S. Massey, R. Mess, R. Snyder, J. Starks, D. Stone, A. Wang,

Guests: Travis Clines, Lori Fuller, Gordon Jackson

The meeting was called to order at 11:30 a.m. President Sean Massey welcomed Executive Board members and guests to the March Executive Board Meeting.

1. Vote to approve Minutes from the February 14, 2018, Executive Board Meeting.

Executive Board Member Jeremy Pelletier asked for changes to the Draft of the February 14, 2018, Executive Board Minutes. OSD should be changed to SSD for short. The correct full name of SSD is Services for Students with Disabilities. Also a change in the draft from “SSD emails the student, outlining the professor’s 50% class attendance policy” to “After the conversation with the professor if there is deemed no reasonable attendance accommodation SSD emails the student and the professor explaining that there is no reasonable attendance accommodation for this course.” Peter Knuepfer **MOVED TO APPROVE** the February 14, 2018, Executive Board Minutes with the above changes. **SECONDED** by Donald Kunkel. **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 five years. It is voluntary and up to members if they want to contribute or not. \$40.00 was collected at the March 14, 2018, meeting.

3. Treasurer’s Report for February 2018.

Treasurer, Joseph Goldman was unable to attend the meeting. In his absence, Sean Massey reviewed the February 2018 report. Robert Mess **MOVED TO APPROVE** the February 2018 Treasurer’s Report. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.**

4. Report of the Vice-President, Professionals.

Vice President for Professionals, Donald Kunkel reported that he has had a couple of telephone conversations with professionals who are seeking some guidance. People are being asked to serve on search committees for positions with titles similar to their own, but for candidates who will be paid larger salaries. He added that there are options available to address salary compression. Donald has had online telephone conversations with the Statewide Membership Committee. There is a lot of discussion about Janus and what the university

chapters response should be. There are no easy answers. We are holding our breath in anticipation. Donald added that he and Joseph Goldman meet with new employees every other Tuesday during New Hire Orientation conducted by Human Resources. Until they sign a membership card, new hires are all feepayers. That's why it's critical that Donald and Joseph get a chance to speak about the benefits of joining UUP. They have been fairly successful in getting membership cards signed at these events. As Joseph Goldman, Donald Kunkel, and Alan Wang serve on the Membership Committee, Sean Massey will give them the list of Feepayers that is generated monthly from the Chapter Membership Report sent by Statewide. Sean asked that the Membership Committee and Executive Board members actively work on the list and talk with feepayers in their areas. There is also a need to find members in areas not represented on the Executive Board to talk with feepayers. Sean added that he would like to host an event in areas where there are a large number of feepayers, such as Athletics. After discussion, the following suggestions were made: have Chapter President send a letter to all feepayers, place an announcement in the Newsletter; send an email blast, organize a campus event, use social network, and prepare marketing videos.

5. Report of the Vice-President, Academics.

As Vice President for Academics, Benita Roth was unable to attend the meeting, no report was given.

6. Report of Officer for Retirees and Officer for Contingents.

As Officer for Retirees, Robert Pompi and Officer for Contingents, Renee Andrews were unable to attend the meeting, no reports were given.

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

**** Deadline for articles extended to March 16th ****

Lori Fuller introduced Travis Clines as a new editor of the Newsletter. Lori added that Travis is a good writer and can help assist with articles. The deadline for receipt of articles was extended to March 16, and Lori would like to receive at least two more articles. After discussion the following topics were suggested: Adjunct faculty, what you need to know when you retire, the need for people to sign membership cards, and the benefits of being a UUP member. It was also suggested that a membership card be added to the next edition of the Newsletter.

8. Issues and Concerns from the Executive Board.

No issues or concerns were reported.

9. President's Report:

"Beat the Winter Blues" Membership Event

Our Chapter hosted our annual "Beat the Winter Blues" event on Wednesday, February 21. The event went extremely well. Food was good, the Harpur Jazz Ensemble Chamber Group was terrific as always! UUP's Vice President for Academics, Jamie Dangler, attended and provided updates on the contract and called on members to get involved in the efforts for a fair contract and local advocacy. We also celebrated our colleague, friend, and fellow unionist Fran

Goldman who although retired (sort of) has pledged to continue her support and work for our Chapter! Thank you Fran!! Don Kunkel took some great Chapter membership photos which he has made available for us to post and share.

Fair Contract Rally!

At noon on Thursday March 1, our chapter joined other UUP chapters across New York State in a Fair Contract rally in front of the Couper Administration building. The message to SUNY was simple: we deserve a Fair Contract Now! Thanks for everyone who came out and showed their support. If you happen to also be a social media warrior and want to continue to show your support, I've created a profile "frame" that you can share. Just go to my page and click on the "try this" option under my picture. Pictures from this event are also available to post and share.

Statewide has provided the Chapter with a "Selfie Frame" which can be used to post pictures on social media. Sean added that the Chapter should have a social media presence. Social media helps organize people. There are UUP Chapter Facebook pages created by Statewide and Sean can ask for one. If someone would help Sean set it up, the Chapter can network and have everyone contribute to the content.

Some next steps are to set up a meeting with Assemblywoman Lupardo and Senator Akshar to discuss ways they can help support our campus and UUP. If you are interested in joining me at this meeting, please contact me ASAP. Peter Knuepfer, Courtney Ignarri, and Robert Pompi (in the February meeting) volunteered to attend.

Janus v AFSCME Council 31

The U.S. Supreme Court heard oral arguments on February 26. Now we wait for the decision – which is likely sometime this summer. From what we've been hearing, it's probably not going to be good for labor. UUP statewide has been working hard to be ready to respond to the decision. What we can do locally is make sure that every single academic and professional staff member on campus signs a membership card. This means everyone – full time, part time, contingent, and permanent. Linda has updated lists of fee payers sorted by unit/department/program along with stacks of membership cards for you to take with you. Please help!

UUP Benefits Day! Monday March 19, 2018

United University Professions will be hosting a UUP Benefits Day! on Monday March 19, 2018 from 10:30am-1:30pm in Old Union Hall to promote the many negotiated benefits and discounted services that are available to our members and their dependents. This is a great opportunity to interact with UUP representatives and vendors and ask questions and receive important information about the benefits our union makes available. Please encourage your colleagues to attend.

The Spring DA

The 2018 Spring Delegate Assembly will be held on May 4–5 at the Desmond in Albany. Reservations must be made through Linda. She will be

sending you more information when it becomes available. All delegates, committee members, or interested chapter observers can attend.

Snow Days

The recent cancelation of classes has highlighted the need to discuss the requirement that professional staff are "expected to report as usual", but are allowed to use their discretion, and their vacation time, if they feel it is unsafe to come to work. However, faculty are also being encouraged to "consider weather-related travel delays for student absences." Although, the cancelation of classes is a local campus decision, and the decision to allow weather-related paid time off is made by the Governor, these discrepant policies result in concerns about fairness and equity among our members, and suggest that the safety of our professional employees is not a priority for the university.

Continuing Appointment for Long-term Lecturers

Some of our lecturers have been working to further the educational mission of the university for over a decade. Many are among our highest regarded academic employees — winning teaching awards and highly valued by our students. Yet, all remain temporary staff without the possibility of continuing appointment. Some SUNY campuses have (and in a few limited cases even Binghamton has) addressed this issue by offering the employee the option of utilizing the "Instructor" title to create a pathway to continuing appointment. What is the possibility of creating a more formalized process for our long-term lecturers?

Additional Duties Resulting from Recent Hiring Pause

Given the current "pause" on new hires and replacements, and the likelihood that extra duties will be assigned to existing staff to compensate for any positions left empty, it would seem appropriate for supervisors to be reminded to complete the "Professional Employee Promotion/Reclassification/Salary Increase Request" forms prior to the assignment of any additional duties and responsibilities.

Report from February's Labor Management Meeting and Upcoming Labor Management meeting

We participated in the monthly Labor Management meeting on February 26, 2018. President Stenger (along with several members of his executive team) attended. We raised a number of member concerns. Topics included:

- Requested (unsuccessfully) data on campus diversity and pay equity. Did discover that information regarding start up packages are tracked and that this information is likely available.
- Received update on impact of Excelsior program on operating budget.
- Received update on efforts to improve campus policies and software systems with regards to handling gender identity and name changes in a culturally responsive manner. Emphasized that campus community needed to be made aware that options were available and that they should contact DDEI.
- Discussed need to streamline unnecessarily complicated information transfer between SSD and Testing Center.
- Discussed Research Foundation policies regarding the return of indirect funds when grant includes multiple PIs, or when grants are located in academic

programs versus departments. Requested that these policies be changed to encourage interdisciplinary collaboration, allow indirects to come to smaller programs, and to encourage those disciplines with less access to larger funding streams.

- Restated concerns that negotiated increases are being blamed for decisions to reject current requests for salary adjustments.
- Was assured that license plate information collected on campus is not being shared.
- Was assured that Binghamton University is not in talks to take over SUNY-POLY.
- Was assured that *unpaid* consulting work does not need approval or need to be reported to Deans.

The next Labor Management meeting will be held on Monday, March 19, 2018. Agenda items include:

- Discuss possibility of allowing Professional staff to work remotely on Snow Days.
- Discuss the viability of utilizing the "Instructor" title to create a path to continuing appointment for long-term lecturers.
- Update on request to notify campus community about contacting DDEI about gender identity/name change accommodations.
- Update on request to find ways to streamline communications between SSD and the Testing Center.
- Update on request to address equity issues regarding Research Foundation policies on the return of grant indirects to PIs and Programs.
- Compensation for Additional Duties Resulting from Recent Hiring Pause.

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

Resolution on Diversity and Campus Activism

I am asking our chapter to request that the UUP Spring Delegate Assembly consider a resolution requesting that the SUNY Chancellor and Governor Cuomo direct SUNY campus Presidents to issue statements supporting activism on SUNY campuses.

Sean Massey announced the resolution and discussion followed. Peter Knuepfer **MOVED TO APPROVE** a vote on the following Resolution in Support of Campus Activism. **SECONDED** by Robert Mess. The vote was: **11 YES, 0 NO, 1 ABSTAIN. MOTION PASSED.**

Resolution in Support of Campus Activism

Whereas, many institutions of higher education have a long and grand tradition of being sites of passionate political discourse and civic engagement around issues of social justice;

Whereas, since the early 1900s, the concept of “academic freedom” has been used to provide some amount of protection for those challenging injustice on college campuses;

Whereas, United University Professionals (UUP) believes educators and institutions of higher education have the obligation to help nurture new generations of democratic voices, with the skills and confidence to stand against threats to liberty, democracy, and equality;

Whereas, recent shifts in the political climate at the national, state, and local levels have led to an increase in anti-science, anti-academic, and anti-public education rhetoric contributing to a rise in overt threats to racial, gender, sexuality, and economic justice;

Whereas, worker rights and our ability to organize are similarly under siege from these same forces;

Whereas, these threats have led many of our members, and their students, who are also members of traditionally marginalized groups, to feel unsafe on campus and in our residential communities;

Whereas, many of our members, and their students, are engaged in efforts to oppose these threats - on and off campus, in and outside the classroom – including calling for action by campus administration;

Whereas, many campus administrators have been slow to respond to these threats, or have failed to respond altogether – responding with empty rhetoric, issuing calls for unity based on false equivalencies, or most often prioritizing rhetoric over action – rather than immediately condemning these threats, calling out hostile actors, and formulating and implementing policies to address these threats;

Whereas, some campus administrators have even gone as far as to require that professional staff engage in surveillance and reporting of members and students who have attempted to resist these threats; and

Whereas, some members and students who have organized or engaged in activism to oppose these threats, or who have mentored students who have done so, have reported subsequent hostility from and, for some, retaliation by campus administrators;

Therefore, be it resolved that the Binghamton Chapter of UUP asks that the Delegates to the 2018 Spring Delegate Assembly of the United University Professions direct UUP President Fred Kowal to send a letter to New York State Governor Andrew Cuomo and to SUNY Chancellor Kristina Johnson requesting that they both do the following:

- Issue public statements, and encourage SUNY Presidents and administrators to issue similar statements, condemning all attacks on academic freedom, civic engagement, political dialogue; and that condemn and prohibit any efforts to limit or curtail peaceful protests and activism on SUNY campuses.**

- Issue public statements, and encourage SUNY Presidents and administrators to issue similar statements, in support of, and in solidarity with, efforts across SUNY campuses to organize, educate, and speak out against any and all forms of discrimination and injustice; and that also support and encourage all faculty, staff, and students who attempt to utilize the knowledge gained through their education, and from their experience as scientists and researchers, to educate our campus and local communities, as well as the larger society, about threats to democracy and to the well-being of our communities posed by the increasingly pervasive anti-science and anti-diversity rhetoric.
- Issue public statements, and direct SUNY Presidents and administrators to issue similar statements, prohibiting the use of campus resources (both fiscal resources and campus personnel), or the creation or continuation any administrative policies, that attempt to limit, counter, or disrupt peaceful efforts to confront injustice on and off SUNY campuses; or that are intended to track or surveil, for the purpose of reprimand or reporting to law enforcement, any SUNY student, faculty, or staff member who participates in these efforts.

Therefore, be it further resolved that the President of the Binghamton Chapter of United University Professionals send a letter, including this resolution, to the Binghamton University Faculty Senate asking them to stand with UUP in solidarity around these issues by issuing a similar resolution to the SUNY Faculty Senate, also to be sent to Governor Cuomo and Chancellor Johnson.

Robert Mess **MOVED TO ADJOURN. SECONDED** by Courtney Ignarri. Meeting adjourned at 1:00 p.m.

The next Executive Board meeting will be held on Wednesday, April 11, 2018, from 11:30 a.m. to 1:00 p.m. in UUW-324.