



## MINUTES

UUP Binghamton Executive Board Meeting  
Wednesday, September 12, 2018, 11:30 a.m., UUP 324

**Present:** (not in alphabetical order): Sean Massey, Benita Roth, Bonnie Cornick, Fran Goldman, Joseph Goldman, Courtney Ignarri, Peter Kneupfer, Don Kunkel, Alan Wang, Linda Lisman, Robert Mess, Sandra Michael, Bob Pompei, Bob Snyder, John Starks, Dave Stone.

**Guests:** Darryl Wood (LRS); Jordan Helin organizer.

The meeting was called to order at 11:40 a.m. Chapter President Sean Massey welcomed all Executive Board members and guests back and explained that the agenda looked a little different than it used to. Sean passed around a sign-up sheet for those who wanted UUP lawn signs -- he will get us the signs and the wires to hold them up...

Courtney introduced Bob Mess as the new chair of PSS (Professional Staff Senate), 75% of whom are UUP members-- and we discussed how the PPS recognition luncheon has traditionally been (partially) funded by UUP, as PSS-- has no independent funding sources. Courtney makes a motion to give \$500 to the luncheon, and it is seconded. The vote is unanimous save one abstention.

1. We vote unanimously to approve the Minutes from the May 9, 2018, Executive Board Meeting.
2. We pass the hat for the Sunshine Fund. We collect \$24 which is given to Dave Stone to deposit after checked by Benita Roth.
3. We vote unanimously to accept the monthly Treasurer's Reports from May, June, July, August 2018, as Joe Goldman explained that these are relatively routine. Dave Stone did ask about an item for "custodial services" from the August report, which appeared to be "special event" cleaning, and said that in previous years, there was no charge if an event occurred in a public space that regularly cleaned. Joe will reach out to Sasha [?] about any changes in what facilities charges for clean-up, as Sean pointed out that we now have to think about expenses differently.

We next look at the "Year End Budget" provided by Joe -- after expenses (and before next year's allocations?) we ended up with 13,595.55. UUP Statewide now wants us to pay for office equipment, although we do not maintain it. Don suggested that this was not ideal and at least warranted clarification. Joe noted that we do not have the

official report back from UUP Statewide on our "agency fee rebatables" but that he understood that we only spent \$157 past the 5% threshold so that was good. Darryl pointed out that we no longer have agency fee payers (due to the *Janus* decision). Sean noted that at the recent Chapter Presidents Retreat it was not clear how or whether chapters would be required to hold to old guidelines, noting that while Statewide wanted a general "holding of the line" it was not ideal to get into fights over tee shirts. There is a tension in how chapters spend money between strictly defined member services and outreach.

A motion is made to pass the year-end budget, it is seconded and the report is accepted with a unanimous vote. Joe also asks for an executive board motion to approve routine expenses -- the motion is made, seconded and approved unanimously. Sean thanks Joe for his hard work for the chapter.

#### 4. Chapter Officers' Report:

Vice-President, Professionals (Don) -- Don's report is rather extensive, as it has been a busy summer. Don reports that Linda O'Branski is having some problems getting materials from Statewide UUP, especially pens and handbooks for professionals that are needed in the twice-monthly orientations that are done by Don and other members of the Membership Committee. Sean promised to bring this issue up directly with statewide, but also asked Jordan if the organizers can get their hands on materials. Jordan reports that Tom Tucker (Statewide VP Professionals) did not want to update the Professionals Handbook until the contract was ratified -- but Jordan can put in a request. Don does not think that the handbook has really changed as a result of the contract. Benita suggested we print as needed, and Sean asked for a motion to print "ad hoc" the current handbook for the purpose of distributing at orientation, with a budget of \$500 if needed. While the discussion continued briefly as to whether electronic versions of the handbook exist, Don noted that it was nice to hand a new person something in person.

Don noted that there were many inquiries from members interested in the new equity (i.e. salary compression) part of the contract, to whom he has said that UUP is developing guidelines for that in conjunction with the state.

Don reported that in July he walked around with Alan and Jamie Dangler, UUP Statewide VP for Academics on campus and spoke one on one with members and re-carded them -- about 30 people total -- Jamie is willing to come back and do one on one canvassing. Don reported that he and Alan participated in a membership teleconference in the wake of *Janus* and that there have been very few -- possibly only 30 -- resignations of members out of UUP's collective bargaining unit of approximately 30,000. Don mentioned talking to a number of faculty who are not members who signed up. On the teleconference they talked about making the Mitchell Award harder to achieve and that we will speak more about that at the DA. They also discussed establishing dept/unit reps and Don met with Jordan in August to talk re: organizing here on campus. Additionally, UUP Binghamton held a

leadership workshop this week -- 40 signed up and 30 attended -- and we have a waiting list of 29 members, so we would like to hold the workshop again in October the 1st Monday -- we need funding for that (coffee and breakfast) about \$400-500. Joe said we have budgeted for it, so there is no need to budget more and no motion was required.

Don also reported that the chapter had to two elections we held for the college review committee and professional evaluations committee and get the votes counted. At this point Sean told the board that Linda O'Branski had an accident and is having surgery on her wrist but expects to be back soon.

At Darryl's prompting, Don explained that UUP Chapter officers sometimes represent members during "interrogations" -- and that this was a contractual process. Normally interrogations are run with only VP for HR Joe Schultz present. The most recent ones with Darryl and chapter leadership present resulted in "counseling memos" which fall short of actual discipline.

Don brought up an issue about pass days -- some employees are not scheduled to work on Mondays (very few) but were told that they therefore did not accrue Monday holidays. While HR fixed this problem for the one employee, Don is curious to find out how many people are affected by this systemic oversight and whether it is a historical problem for those employees, which might mean they are owed holidays credit. Darryl noted that supervisors often don't know the contract and need information from HR about it.

Pete asked about compliance with performance programs and evaluations given the new electronic system. Chapter leadership will look into this.

Vice-President, Academics, Benita gave her report, which focused chiefly on the recent Harpur call for last minute addition of seats and the unfairness of that. Questions were asked about which depts. historically may not have provided enough seats for the college, to which Benita replied that it was her understanding that the call was a general one, but that it resulted in some members having their already large course enrollments doubled with no additional TA/grader support. Benita also reported that at a recent meeting of Harpur Chairs and Program Directors, it was reported that possibly half of all units in Harpur do not have written standards for tenure and promotion. Benita (and Sean) have already talked to a member up for tenure who seems to be dealing with ambiguity about tenure expectations. (More was said but Benita cannot take minutes and talk at the same time). Benita promised to raise these issues with the Faculty Senate Executive Committee. Benita also noted that given the new contract's passage that it made sense when the chapter gets dates to hold a workshop on the Drescher Leave for faculty and professionals, and she noted that we should get dates for Individual Development Award applications soon.

Officer for Retirees, Bob Pompei, reported. There will be a lunch for retirees tomorrow, with a talk, and we will also meet with Walter Love from UUP Albany to discuss changes to retiree benefits as a result of the contract. We are having a second lunch in April -- there is lots of room if people want to go -- call Corrina Corman.

Bob reported that he is the UUP rep to AFL-CIO Broome Tioga labor council -- NYSUT has strongly endorsed Brindisi, as has the labor council -- the current incumbent, Rep. Tenney has hitched her wagon to Trump which Bob feels is a sinking ship. The Labor Council also endorsed local candidates. Bob is writing an article for the newsletter about it, as he has been amazed at the groundswell of support for Brindisi, there has been a lot of door knocking, with a goal of 50K doors to be knocked on.

The Officer for Contingents, Renee Andrews, was not present.

5. Newsletter Committee's Report (Lori & Travis) -- as Lori and Travis were not at the meeting, Sean spoke about the newsletter -- he wants articles in by September 28, and the rest of the production schedule needs to be tightened -- tell us what you are going to write and "then I can harass you." Sean will write about age discrimination, there is room to write about the new contract, the *Janus* decision, on discrimination complaint policy, on professional obligation (Benita has agreed to write this). Jordan the organizer will write a piece, we will try to build our web presence, and have a section on upcoming workshops and training. Sean would also like to see recurring sections, such as "member questions, UUP answers" based on calls that we get and troubling stuff we are keep our eyes on. He also mentioned profiling members in the newsletter with a blurb form them about why unions matter. Since this is a lot it might not make it into one issue -- if you want to work on this, get in touch with Sean or Lori or Travis.

6. Membership Committee's Report-- as Don spoke about membership in his report as VP for professionals, we had already done this.

7. President's Report (Sean): Sean began by discussing the fact that we have a new ratified contract, with 98% of those voting approving it. He noted that about 14,000 members actually voted which was "a really big deal," and that was a larger number than the past three contracts. Details re: money, raises, etc. were in the process of being worked out. Don asked how the equity portion of DSI (Discretionary Salary Increase) will be handled, and Darryl said some decisions will be worked out in Albany. DSA (discretionary salary awards, which do not go to base) will remain local decisions. Sean confirmed that the equity/compression portion of the monies will be handled as a formula, while more discretion will exist for the merit based portions of the awards. It was noted by a number of board members that there was a good deal of variety in how depts/units distributed DSI, with more variance for professionals than academics.

Sean made a number of announcements. The first was that the UUP sign at the chapter office was vandalized, and the board was shown the signs. Darryl suggested that Sean call University Police, and Sean agreed to.

Sean gave an update on the resolution the Binghamton Chapter made on campus activism at the last DA -- it was resolution that got sidetracked, and wanted UUP actually wanted it expanded -- an ad hoc committee was established which will bring a revised resolution to the fall DA -- Sean is chairing that committee.

Sean asked to move Labor/Management meetings to fourth Monday of the month and make the deadline for items the Exec. Board meeting so we have time and we can ask for issues and concerns. He asked for any items for the upcoming one and asked people to get used to bringing up issues at every board meeting.

Sean said the recent professionals workshop was great, and noted the waiting list. He passed around a list for other workshops and urged people to suggest to him what might be useful.

Sean asked about voting for funding for Fall Frolic and was told by Joe that we just have to vote to have our musicians come. Bob P. noted that there were five (student) musicians at \$30 apiece for the grand total of \$150. Dave Stone makes a motion to approve the expenditure, it is seconded and passed unanimously.

Sean has a request from UUP Stony Brook -- there is a committee forming on Health and Safety issues -- he asks for those with concerns to get in touch with him.

Sean noted that we will have good representation from the Chapter for the Fall DA.

8. Sean noted that we needed to have a discussion about the needs of the Chapter Office, and that it would be good to expand the number of hours for our chapter assistant from 20 to 25 hours per week. Since we have only budgeted 20 hours, our amazing chapter asst. ends up banking hours -- Linda is willing to do 25 hours a week -- Sean thinks we have to have an affirmation here from the board and then we figure out how to make it work and get permission from Albany. Sean asks for a motion to proceed on this front, which is made and seconded, and it passes unanimously.

9. The last part of the meeting is turned over to Jordan, our new organizer. Sean introduces Jordan, and says that they have met and that Jordan is helping us to "rev up" our response to *Janus*.

Jordan introduces himself. He went to BU, and then worked in IT. He discovered he "hated money" and left IT, became a history student at Stony Brook, then became more involved in political activism and union organizing. Jordan explained what organizing means to him. Say we have a 3-year contract -- if, at the end of that three year period, when he walks around our campus the majority of people think of him

as "the union coming away" -- if a statewide visit is viewed as "the union coming around", he thinks he will have failed. He believes that workers should know that they ARE the union and rejects the "service model" of unionizing in favor of the organizing model. We have to engage the membership -- so far, UUP has done well with retention. But every year, every new hire will be someone who is not a member but benefits from the contract. Membership needs to be more than signing a card. We need to ask people what they want from the union, then ask them to get more involved to help us work on that issue.

Jordan pointed out that this will require people already invested in the union to start talking to other members of the union. The folks in the room all show up to the e-board meeting, meaning we are all invested. However, going beyond that and actually organizing is not easy. You have to talk to strangers or, if you know them you have to ask them to get more involved.

Sean noted that we are working on getting our contacts into groups and making them responsible for contacting others -- for example, take the list of employees and get a list of ten people and get them to sign up and find out what they want -- have every member of the exec board to get names every month. Sean has asked UUP/NYSUT to use the mini-VAN system to help structure things. The idea is that we will identify and talk to people who are likely to be willing to become more involved. We will ask them to talk to other people -- we want members talking to each other -- and help identify people who can be key contacts in our units and depts.. Then we can will plan an event to get these people together.

Sean said we would be moving from the abstract to the specific over the next month, that this was a good time for organizing since we have a great contract. Don pointed out that it is important that we have something specific to ask people to do when we do outreach. Jordan echoed this point, stating that it's tough to get people involved without asking people to do something. Don suggested we start reaching out at the fall frolic.

10. Adjourn, Benita makes the motion and we end at 1 p.m.