



## MINUTES

### *UUP Binghamton Executive Board Meeting*

Wednesday, March 13, 2019, 11:30 a.m. – 1:00 p.m., Uuw 324

**Present:** R. Andrews, S. Atav, H. Borruso, B. Cornick, F. Goldman, J. Goldman, C. Ignarri, P. Knuepfer, D. Kunkel, S. L'Hommedieu, S. Massey, B. McGovern, R. Mess, B. Roth, R. Snyder, J. Starks, A. Wang

**Guests:** D. Wood, Labor Relations Specialist, E. Black, T. Clines, L. Fuller, M. Gunter

The meeting was called to order at 11:39 a.m. President Sean Massey welcomed Executive Board members and guests to the March 2019 Executive Board Meeting.

**1. Vote to Approve Minutes from February 13, 2019, Executive Board Meeting – see attached.**

Robert Mess **MOVED TO APPROVE** the February 13, 2019, Executive Board Meeting Minutes. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**

**2. Pass 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. \$54.00 was collected at the March 13, 2019, meeting.

**3. Treasurer's Report (Joe)**

Treasurer, Joseph Goldman reported that bills have been paid and the chapter has received the second allocation from Statewide. We also received a check from CSEA for reimbursement of the University Wide Benefits Fair. The next audit is due on April 15, and Joe hopes to have it ready for Sean Massey's signature by April 1. Joe stated that there is an outstanding check which was made out to one of the student musicians that was never cashed. Joe was informed that the check is lost. In order to stop payment of this check, it will cost \$10. Benita Roth **MOVED TO APPROVE** a \$10 fee to stop payment on the check. **Seconded** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

**4. Chapter Officers' Report:**

**a. Vice-President, Professionals (Don)**

Vice-President for Professionals, Donald Kunkel reported he and other Vice Presidents for Professionals had a conference call with UUP Statewide Vice President for Professionals, Tom Tucker. They discussed the American Association of University Professors (AAUP) and the benefits of affiliating with them. They discussed chapter professional concerns, the formation of a professional concerns committee and issues related to workload, performance programs, evaluations and compensation time. There was a discussion about Electronic Performance Programs and Evaluations. Don is going to send Tom an example of Binghamton's. There was discussion about creating an App. for UUP members. The App. would help members keep track of their employment. Don is looking for suggestions on features for the App. or interest in joining a committee to help develop it. He stated that there is an updated version of the *Guide for Professional Employees* available on the UUP website. Don announced that Darryl Wood will be presenting a workshop titled "For Supervisors: Successful Tools and Tricks." The workshop is planned for Monday, April 15 in UUW-324 and will be offered twice that day. The first session will run from 8:30-10:00 a.m. and the second session will run from noon-1:30 p.m. The workshop will look at supervisor's responsibilities, contractual, and how implementations can make their jobs easier.

Darryl Wood announced that he thinks it is important that Executive Board members hear about positive issues. Darryl went on to explain that he has been working with a member for about two years who is in a horrible situation in terms of supervisory duties being pulled and reassigned, an office taken away, etc. This member has twenty plus years of service at Binghamton University. Darryl added that he has met with Joe Schultz a few times regarding this. Darryl recently received an email from Joe, who has a solution which will take advantage of the member's skills in a different office. It appears that there will be a positive development because Joe is actually making sure it is going to work.

**b. Vice-President, Academics (Benita)**

Vice-President for Academics, Benita Roth reported that there is an updated *Guide for Academics*. She announced that Statewide will be offering two Student Debt Clinics on campus Thursday, April 11. One will be held at noon and the other will be held at 4:30 p.m. Benita stated that due to some disagreements regarding the language of the new contract between SUNY and UUP, eight contingent adjunct employees at Binghamton University are going to lose their health insurance in the middle of the semester. The new contract was changed from number of courses to number of credit hours. Six credit hours are now needed in order to qualify for health insurance. The change was not stated in their offer letters. This was discussed at the February Labor Management meeting and will be discussed at the March meeting, which the President is scheduled to attend. UUP has made it clear to management that we are not setting a precedent but asking for a one-time fix that would cost approximately \$1000 for each person affected. Discussion followed regarding if campuses can make a decision about what is a credit hour equivalent.

**c. Officer for Retirees (Bob)**

Officer for Retirees, Robert Pompei did not attend the meeting, so no report was given.

**d. Officer for Contingents (Renee)**

Sean Massey stated that one of the issues the chapter has been dealing with is part-time employees who were hired at 90% or 95% and have been here for 10-15 years. These employees were hired in Physical Facilities. UUP advocated last year to try to get these employees switched to full-time status, as they are not eligible for permanency. Sean stated that we thought we had made progress but only a few employees were switched over. Management says these people were hired with "soft" money and the funds could be pulled. Darryl Wood made a rather compelling statement at the February Labor Management meeting that as a state institution the budget is always "soft" money.

Serdar Atav asked if we are prepared to deal with a situation where certain programs go totally online, which could affect Binghamton University employees. There are apparently three programs in the School of Nursing that would be affected. Darryl Wood stated that Delhi has had a very extensive online Master's Program in Nursing and the instructors are scattered all over. They are considered Delhi employees. That would be the standard. There are many ways the State of New York can hire. If a consultant is hired, there would be some kind of contract involved with a fee. They would not be considered a state employee and would receive no benefits. There are hourly state employees, traditional part-time employees and full-time employees. In the case where the University contracts with a corporation and uses their contingents to teach, the corporation would hire them. As long as a current state employee is not losing a job by this contracting out, the University or State can do this. However, UUP should ask a lot of questions and this should be a potential labor management issue. Even if there are wild rumors being circulated, Darryl suggests UUP raise questions regarding them. When developing online courses for a fee, employees should do so with their eyes wide open and ask whose intellectual property it would become. If they are getting paid, rights change. Darryl added that when this issue was raised a couple of years ago, UUP took a very clear position. He suggested whether it is through a newsletter article or an email, UUP employees should be alerted that these are the issues they need to be aware of and make sure people are educated. The Center for Learning and Teaching was apparently given a particular budget recently to help faculty create courses. Discussion followed regarding if an actual contract has been signed by the University and a corporation. If it is a final contract, it should be FOILable and UUP should make a request to see this contract. It was suggested that UUP President Fred Kowal and UUP Vice President for Academics Jamie Dangler be notified.

**5. Newsletter Committee's Report (Lori, Mac, Travis, and Katie)**

Lori Fuller reported that all of the newsletter articles came in on time and thanked Mac Gunter for his assistance. They are now in the hands of Katie Honas who hopes to provide proofs by March 22. They will be reviewed March 22-25 before the newsletter is sent off for print. Lori hopes to have copies of the newsletter delivered by April 22 or sooner. Sean Massey thanked the Newsletter Committee for their help

**6. Membership & Outreach Committee Reports (Don, Alan, Brendan, & Jordan)**

Brendan McGovern reported that the Committee has been active and meeting. Chapter Organizer Jordan Helin has provided the Committee with a list of people who either didn't sign their membership form at their New Employee Orientation or is otherwise not affiliated with UUP. The Committee is going out and visiting these people individually to answer any questions they might have and to try to get them to sign a membership card. Jordan has been working with the Committee to develop a leadership plan to encourage people to not only be UUP members but to be active UUP members. Sean Massey added that Jordan hopes to identify active departmental representatives and set up training for them. If the chapter is going to have these representatives, we are going to need to branch out from the Executive Board to rest of our colleagues. We need to create a chapter database which would allow us to look across UUP represented employees and identify the non-members. Sean stated that we had received permission from NYSUT to use the Voter Activation Network software (VAN and minivan). We had hoped to customize it to fit our needs and be able to generate lists to track our progress. Sean stated he had a conversation about two weeks ago with a representative from NYSUT, and we were going to version 2. A week later he received a call from a representative from NYSUT saying they do not think it is appropriate and are not going to do anymore updates. Sean was told if he needs anything from VAN, to please let NYSUT know and they could work on it. Sean sent an email to Jordon Helin, Kristie Sammons and Fred Kowal regarding this and they have no idea what is going on. Sean added that he is going to make a pitch that we buy one, because the whole idea was that we were going to be a prototype for units across SUNY. UUP's current database is an excel spreadsheet.

**7. IDA Committee Report: Retroactive 2017-2018 and 2018-2019 Individual Development Awards**

Serdar Atav reported that the IDA Committee met and everything seemed to be moving along. However, he logged onto the site yesterday and saw that one of the questions the Committee agreed to evaluate the applicants on is missing. Thirty people have already submitted their applications. The Committee is suggesting that these people be contacted by email and asked to add that question. If this is not done, people will be judged on different evaluations, and it would not be fair. There is plenty of time to email these people and ask them to answer this important question. The Committee is communicating with Carol Bell regarding this.

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

### a. **Report: "Beat the Winter Blues"**

Linda O'Branski reported that over 100 people attended this event.

### b. **Announcement: Chapter Elections!**

Sean Massey encouraged Executive Board members to vote. This is the last election where one vote will get you in as a Delegate.

### c. **Announcement: 2019 Drescher Leave Program Awards**

Sean reported that he sent out an email blast announcing the Drescher Leave Program Awards. The announcement also appeared in Dateline. The deadline for applications is 5 p.m. on Friday, March 29.

### d. **Discuss: NYSUT and problems with implementation of Voter Activation Network software (VAN and miniVAN) and ongoing organizing and data management plans**

### e. **Discuss: DSA disbursements**

Sean stated that he has the list of DSA disbursements for 2018. The list was sent to him with names, titles and amounts. Benita added that in the past we have had a link to the list on our Chapter website and was available to people if they wanted to examine it. Sean Massey will check with Statewide to see if we can put a link from our website. Meanwhile if anyone wants to see the list they should contact Sean.

### f. **Discuss: Loss of health benefits by part-time employees**

### g. **Discuss: Upcoming Labor Management agenda (draft):**

#### i. **President Stenger will be attending.**

#### ii. **Concerns: staffing and coverage during hiring freeze - gaps caused by retirements, non-renewals, sick employees, etc. and required extra-service compensation.**

#### iii. **Concerns: health benefits for part-timers - current eligibility calculations and potential lost benefits.**

#### iv. **Concerns: hiring announcements, composition of search committees, and internal promotions.**

Sean Massey stated that he has heard from members that they are being discouraged from applying for positions that are posted and are being told that someone is already in line for the position. If there is someone already in line such as a promotion, the position will not be posted. Sean encouraged Executive Board members to contact him if they hear of any examples of people being discouraged from applying for a posted position, as it will be helpful in our conversations with management

#### v. **Concerns: stalled implementation of the new online performance program.**

Sean reported that the new online system we were promised, including the ability to generate reports has not happened. HR could tell us the number of forms that were generated but not what they were or where they were from. We may be able to get this with version 2.0. The whole point of the new system was to make sure the

programs and evaluations were up to date and in compliance. Supervisors are still allowed to submit paper performance programs and evaluations. HR did put a reminder in Dateline that performance evaluations and programs are due.

**9. Additional issues and/or concerns from the Executive Board.**

In answer to the question of when the hard copies of the contract will be available, Darryl Wood stated that the last he heard was the Governor's Office of Employee Relations was still discussing the exact language. He has seen a copy with all the editorialized items and most of what he and UUP employees deal with appears to be the same contract as the last one. Much of it has not been changed.

**10. Adjourn.**

Donald Kunkel **MOVED** to adjourn. **SECONDED** by Bonnie Cornick. Meeting adjourned at 1:00 p.m.

**The next Executive Board meeting will be held on Wednesday, April 10, 2019, from 11:30 a.m. to 1:00 p.m. in U UW-324.**