



MINUTES

UUP Binghamton Executive Board Meeting

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

Present: R. Andrews, S. Atav, H. Borruso, S. Capobianco, P. Collette, B. Cornick, P. Doyle, L. Fuller, L. Gallagher, F. Goldman, K. Heard, P. Knuepfer, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, S. Michael, N. Pages, R. Pompei, N. Robinson, B. Roth, D. Stone, A. Wang, S. Young, D. Yull

Guests: D. Wood, Labor Relations Specialist, J. Helin, Chapter Organizer, M. Gunter, G. Jackson, L. Lisman, B. McCarthy

1. Welcome and Introductions.

The meeting was called to order at 11:41 a.m. Chapter President Sean Massey welcomed Executive Board members and guests to the September 2019 Executive Board Meeting. With the recent election there are many new faces. He asked members and guests to please introduce themselves. Sean stated he believes the chapter is going to be able to do a lot of things during the next two years. He added that he enjoyed his role as Chapter President over the past two years. Sean decided to run again because he loves working with the members in an effort to protect all through upcoming challenges.

2. Vote to Approve Minutes from the May 8, 2019, Executive Board Meeting – attached.

Benita Roth **MOVED TO APPROVE** the May 8, 2019, Executive Board Meeting Minutes. **SECONDED** by Fran Goldman. **MOTION PASSED WITHOUT DISSENT.**

3. 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 six years. It is voluntary and up to members if they want to contribute or not. \$67.00 was collected at the September 11, 2019, meeting.

4. Treasurer’s Report (Joe)

a. Approve reports: May 2019, June 2019, July 2019, and August 2019.

Treasurer, Joseph Goldman was unable to attend the meeting. In his absence, Sean Massey reviewed the May 2019, June 2019, July 2019, and August 2019 Treasurer’s Reports and asked for comments. Benita Roth **MOVED TO APPROVE** the Treasurer’s Reports. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

b. Fiscal Year 2018-2019 Budget Report.

Sean Massey reviewed the Fiscal Year 2018-2019 Budget Report, noting that the chapter ran a bit over on a few of the items listed. Sean assured the Executive

Board that this will not in any way cause a problem in terms of our reserves, and we will try to make adjustments for 2019-2020. He asked if there were any questions or concerns. Benita Roth **MOVED TO APPROVE** the Fiscal Year 2018-2019 Budget Report. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

5. Chapter Officers' Reports

a. Vice-President, Professionals (Don)

Vice-President for Professionals, Donald Kunkel reported that it was a busy summer. He stated that he attended a UUP leadership retreat in early June where he attended workshops on: Building Your Organizing Team, Identifying Members and Potential Members, Effectively Managing Meetings, and Building the Executive Board. There were several new employee orientations scheduled during the summer. Jordan Helin and Brendan McGovern were helping Donald meet with new employees. Donald added that Jordan is reaching out to follow up on the new employees who did not join the union to try and find out why and to ask them if they would reconsider. Both negative and positive feedback has been received regarding this approach. A welcome luncheon was held in August for all new professional delegates. Donald asked Board members if the calendar invitations he set up were helpful and to let him know if anyone would prefer not to receive them. Sean added that in regards to new employee orientations and follow up, we are trying to build a pool of folks to reach out and convince people who may have been hesitant to join the union. Donald stated that he tries to talk with employees on a personal level. For professionals, the single most important issue is to get your first performance program. If you don't get it, you can't have an evaluation. If you don't have an evaluation, you can't have a promotion. The performance program is due within the first 45 days. Professionals can advocate through Donald or Human Resources but first should have a discussion with their supervisor. Donald was asked if the problem with professional staff being hired at less than 100% was still going on. Donald replied that UUP met with Labor Management and addressed it with Physical Facilities. It was agreed to talk about a certain number of professionals. President Stenger advised that we should do it for everyone. The result was that a number of part-time individuals were converted to full-time.

b. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported that she was in Syracuse on the 20th to attend an all afternoon ad hoc meeting regarding UUP reestablishing ties with AAUP (American Association of University Professors). There are issues to be worked out, and Benita will keep the Board posted. She has dealt with tenure clock issues and one contingent

issue. Someone coming back from overseas came back one week late and got a notice from the Harpur Dean's Office to basically not pay that person for that one week. This is an ongoing story, and she will see what happens. Benita stated that she has heard from two people who are applying for the Drescher. At least one person thought they needed a letter from the Harpur College Dean in addition to the Chair, and Benita will do some investigating into this. Benita is on the Search Committee for a new hire in Diversity to replace the Director who retired two years ago. Apparently management is looking at restructuring the unit with a Vice President, with talk about moving EOP, Services for Students with Disabilities, TRIO and International Students under it. Benita is not sure what the logic is, and it will be an ongoing discussion. Benita added that President Stenger gave her permission to talk about this but at the same time does not want all that much discussion. It would depend on the candidate we get if things would be moved. It is hoped that the Search will be completed by March. Benita announced the new SUNY PRODiG Program (Promoting Recruitment, Opportunity, Diversity, and Growth). This is an initiative to hire throughout SUNY campuses 1000 underrepresented minorities and women in STEM field faculty on tenure track lines over the next ten year.

c. Officer for Retirees (Bob)

Officer for Retirees, Bob Pompei reported that the fall luncheon for retirees will be held on October 21. Rolf Quam of the Anthropology Department will be the faculty speaker at this event. Another luncheon will be held in the spring.

d. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported that we had great success moving ten part-time professional employees to full-time. She added that professionals placed on hiring committees are reporting that their time is being wasted because the decision on who to hire has already been made. Renee has heard of four instances where this has happened, and she encouraged Board members to let her know if this has happened elsewhere. It was asked that other than going to Labor Management what recourse is there. Darryl Wood answered that it depends on the specifics of the situation. There is an agreement to provide internal consideration. If you have already decided, promote the person. Contractual hiring is pre-employment so they can do what they want as long as policies and procedures are followed. Sean stated that UUP will continue to bring this issue up at Labor Management.

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

Lori Fuller reported that Travis Clines will no longer be on the committee. Katie Honas will be doing design work, and Mac Gunter and Lori will do the rest. Lori stated that an ideal timeline would be: Articles to Mac and Lori by September 30, to Sean for review by October 21, to Katie for composition by October 28, to print by November 11, and ship to departments by November 21. Bob Pompei stated that he will have his article submitted within a week. Benita Roth will write on the Drescher. Brendan McGovern will write on his role on the membership committee. Sean will write an article and encourages others to do so. Sean added that the newsletter is a once a semester opportunity to speak to the entire campus and is distributed to campuses by Statewide. It could be about challenges and successes or something you are particularly interested in. Lori stated the article length should be somewhere between 500 to 800 words, but no more than 800. Lori asked that articles be sent to both Mac and her, although Mac usually gets the first edit. Renee Andrews will send Lori an article she received from Statewide regarding contingents.

7. Membership & Outreach Committee's Report (Don, Alan, Brendan, & Jordan)

Brendan McGovern reported that in the wake of the Janus decision a lot of our efforts have been trying to get the people to become members at New Employee Orientations. We have had some issues getting locational data for employees. Jordan Helin added that from the reports he receives from Statewide starting with the September 4 payroll, we have at least the building location of 91% of the members. We have both building and office data for 76% of the members. Darryl Wood stated that you can do a FOIL request for information.

8. President's Report (Sean):

a. The 2019 Fall Delegate Assembly will be held on Friday, October 25 and Saturday, October 26 at the Hilton Westchester in Rye Brook, NY. Please let Linda know if you are planning to attend by Tuesday, September 24.

Sean Massey asked for a show of hands to see how many Board members plan on attending the DA and encouraged all delegates to attend. The Chapter has been allocated 13 professional delegates and 13 academic delegates for a total of 26 votes. Sean encouraged any members who are unsure about attending to speak with him. Our physical presence is important. Donald Kunkel added that if anyone would be interested in taking a shuttle to the DA, to fill out the survey he distributed. The shuttle leaves on Thursday, October 24.

b. The "Fall Frolic" will be held on Wednesday, October 16 from 4:30-6 p.m. in the Mandela Room.

Sean encouraged Board members to attend and to try and bring 10-20 of your colleagues. There will be great food, great music and will be a fun time. Sean added that he will try to keep the meeting short. Linda was asked to request a microphone to be used for the meeting.

c. Update on printed contract books.

Sean announced that UUP is in the final stages of review of the contract with GOER and SUNY. We should have a final print date soon. The contract can be found on the web, but it is the tentative agreement and is marked up.

d. Update compression/equity salary adjustments.

Sean announced that UUP is still working with the state as well as clear instructions to the campuses. It has to be done this semester. Once UUP can report out, there will be details. It is complicated and hard to convey, but UUP wants it done right and is fixed on every detail. As Sean understands it, it is more complicated for professionals than academics. No one has to apply for it. It will be applied to everyone. Although it is only ½ of 1 percent, it is a huge accomplishment on the standpoint of progress. Discretionary is going to base as well as compression/equity.

9. Chapter Business:

a. Timeline for Fall Chapter Newsletter.

This was discussed in Agenda Item 6.

b. Chapter Membership/Organizing Plan.

Sean stated that part of what he has done since becoming Chapter President is to develop an infrastructure across campus for representation. Executive Board members represent certain units/departments. Some areas are represented very well while others are completely lacking, which has an impact on how we get information out to them. We really need to fix it and get departmental/unit representatives in place. We had some hiccups with technology, but Sean wants to kick this year off by saying each delegate and member of the Executive Board is by default a departmental/unit representative. You are the person that brings issues and concerns to the Executive Board and channels information back to departments/units. You are responsible for building membership within your area. You will know who are members and non-members. You need to have conversations and reach out to find what their concerns and issues are and talk to them about what the union has accomplished. Sean distributed a packet titled, “The Department Representatives Network: Building a Foundation for Internal Organizing” he put together of all 130 designated groupings and is trying to see where we have representation in areas and where we don’t. Sean asked Board members to be responsible for their areas and to make a timeline or plan. It becomes tricky in areas where we don’t have representation, and we need to rely on social networks. Reach out to people even if they aren’t on your floor or in your building. Athletics is a huge concern across the SUNY system. The biggest number of non-members is the contingent and adjunct employees.

He added that we will reach out to each one of you individually in order to start a conversation about what might be a good plan.

Jordan Helin stated that last summer the Janus decision gave the right to non-members in public service employment to receive benefits without paying union dues. UUP has 35,000 members. He added that quitting the union is not the problem, but we need to take a proactive approach. Jordan, Donald Kunkel and Brendan McGovern attend New Employee Orientations. On average, 50% join at these events. Maybe if someone reminds them, they will join. All Executive Board members have a story, or ran for a delegate seat. Why was that? Your union story is that energy you need to take. We are going to be relying on you. Jordan can provide you with training, lists, capability, but you need to share that energy.

c. Items for Labor Management

d. Additional issues and/or concerns from the Executive Board

It was asked if the Executive Board has a member from the Pharmacy School. It does not, and it was agreed that a voice is needed there.

It was stated that Human Resources is giving extensions on performance programs/evaluations to supervisors for six months or more. Paper copies are also being accepted. Sean replied that Human Resources has hedged on this, and we should have this process online and fully rolling by now. This has been brought up at Labor Management, and we will continue to bring it up. It is a top item.

10. Adjourn.

Robert Mess **MOVED TO ADJOURN. SECONDED** by Benita Roth. **Meeting adjourned at 12:58 p.m.**

The next Executive Board meeting will be held on Wednesday, October 16, 2019, from 11:30 a.m. to 1:00 p.m. in U UW-324.