



## MINUTES

*UUP Binghamton Executive Board Meeting*

Wednesday, October 16, 2019, 11:30 a.m. – 1:00 p.m., Uuw 324

**Present:** R. Andrews, S. Atav, H. Borruso, P. Collette, B. Cornick, P. Doyle, L. Fuller, F. Goldman, J. Goldman, K. Heard, D. Kunkel, S. Massey, B. McGovern, R. Mess, A. Morris, R. Pompei, N. Robinson, B. Roth, D. Stone, A. Uhlig, A. Wang, D. Yull

**Guests:** D. Wood, Labor Relations Specialist, J. Helin, Chapter Organizer, P. Deeley, M. Gunter, J. Starks

The meeting was called to order at 11:46 a.m. Chapter President Sean Massey welcomed Executive Board members and guests to the October 2019 Executive Board Meeting.

**1. Approve Minutes from September 11, 2019 Executive Board Meeting. See attached Draft.**

Donald Kunkel **MOVED TO APPROVE** the September 11, 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 six years. It is voluntary and up to members if they want to contribute or not. \$51 was collected at the October 16, 2019, meeting.

**3. Treasurer's Report (Joe). See attached Treasurer's Report for September. Vote on the annual resolution to pay our regular bills. That resolution reads:**

**RESOLUTION FOR EXECUTIVE BOARD APPROVAL:**

**"The Binghamton Chapter Executive Board approves routine expenditures during fiscal year 2019 -- 2020, including but not limited to:**

- 1) Phone service,**
- 2) Office supplies,**
- 3) Mailing and shipping,**
- 4) Equipment service,**
- 5) Printing services,**
- 6) Meeting refreshments,**
- 7) Newsletter expenses,**
- 8) Workshop expenses, and**
- 9) Bank fees.**

**Further, the Chapter president is authorized to approve invoices for payment. If that officer is not available, then either vice president can approve invoices until the president is again available."**

Treasurer Joseph Goldman reported that all bills have been paid and everything looks reasonable. He stated that a few years ago upon advice from independent auditors, Statewide recommended that in September or October, each chapter pass a resolution approving that in the absence of the Chapter President, Vice Presidents could approve payment of bills.

Benita Roth **MOVED TO APPROVE** the above Resolution. **SECONDED** by an Executive Board member. **MOTION PASSED WITHOUT DISSENT.**

Benita Roth **MOVED TO APPROVE** the September 2019 Treasurer's Report. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

#### 4. **Chapter Officers' Report:**

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

Vice-President for Professionals, Donald Kunkel reported that since the September Executive Board meeting, he has met with professionals around campus to discuss their concerns. Some of these meetings involved Darryl Wood, our Labor Relations Specialist. Donald stated that he was successful in arranging a shuttle from Binghamton to Rye Brook, NY for attendance at the Fall 2019 Delegate Assembly. The shuttle will leave from the Chenango Bridge Park and Ride at 9:15 a.m. on Thursday, October 24. Donald asked if any delegates who have not contacted him would like to take the shuttle, please do so with your name and cell phone number in the event he would need to contact you.

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

Vice-President for Academics, Benita Roth reported that she is a member of an ad hoc committee on the reunion of UUP and AAUP (American Association of University Professors) and attended a very productive meeting in Syracuse a few weeks ago, where the members went through a draft agreement. AAUP has restructured itself and UUP would have a great deal of latitude in determining who the membership is. Benita explained that the draft agreement might not be ready for Delegates to look at until the 2020 Spring Delegate Assembly. Benita asked if any Executive Board members had questions she would address them now or they can contact her directly. Discussion following regarding the history between UUP and AAUP and the reasoning behind a possible re-affiliation. Benita stated that she has been meeting with members regarding various questions and issues. Although she could not give too many details, one school is basically creating most of the problems in terms of academics.

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

Officer for Retirees, Bob Pompei reported that retirees will be having their semester lunch Monday, October 21 at 11:30 a.m. in the Events Center. Rolf Quam of the Anthropology Department is the speaker. Bob stated that Jo Schaffer, who is on the Statewide Committee of Retirees reminded him that Chapter Presidents are invited and encouraged to attend this event. Bob invited Chapter President Sean Massey to attend. President Massey indicated that he had a conflict that day, but would try to attend future events.

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

Officer for Contingents, Renee Andrews reported that several people have approached the chapter with many little items in one school and the chapter is

trying to work on those. There have been discussions regarding professionals and their time spent on search committees. Renee asked if Executive Board members have any information or experience regarding this issue, to please contact her. Renee stated that Campus Equity Week is coming up and adjuncts make up the largest group of non-members. Renee suggested holding something like a social event where board members can talk with adjuncts more directly and try to get them more involved. The problem is many adjuncts teach and then leave campus. Sean stated that a few people are needed to join him and Jordan in developing some kind of event around contingent employees. Renee and Benita agreed to assist and will try to plan something for November. Darryl Wood added that Campus Equity Week happens each year, but the big event occurs every two years, which will be the last week of October in 2020.

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

Membership & Outreach Committee member, Brendan McGovern reported that he, Donald Kunkel and Jordan Helin have been attending New Employee Orientations every other Tuesday. Jordan added that follow up is very important. He went to the Fine Arts Building to talk with people who did not sign up or go to an NEO and most people were not in. Most were part-time adjuncts. Sean explained that he and the membership committee have been working with Jordan to encourage participation in developing an outreach plan. It is a plan to build a network across the units/departments/programs across campus. They want to get that foundation in place and have a go to person in every area of the campus. The idea is to have this group of people talk with non-members and try to get them to become members. The new employee orientation is where UUP is most anxious. They are worried about a decline in new employees signing up. We need to try to convince them that joining is in their best interest. Brendan added that a lot of adjuncts don't have offices, but knowing their schedule is key to locating them. Benita stated that although she is sympathetic, Chairs should not be seen by contingent non-members of pressuring them in any way to sign up. She added that when she was Chapter President, HR sent us a list of all contingent employees. Letters were sent to all of these individuals, and it proved to be ineffective in signing up members. Donald stated that it is more than just signing up members. It is providing a conduit back to the Executive Board and Labor Management.

Brendan McGovern reported on the UUP legislative agenda, stating there are three issues: The Tap Gap on SUNY Campuses, Transparency of SUNY Campus Foundations, and Restoration of Funds to SUNY State Hospitals. Brendan stated that he had an opportunity to bring these up to Donna Lupardo, who expressed her support for all three issues. Brendan added that the Chair of the Higher Education Committee is traveling around the state holding higher education public hearings. One will be held in Syracuse on October 31 at 1 p.m. If anyone would like to attend, please contact Brendan. He explained that you don't have to give oral testimony on issues if you chose not to, but UUP is looking for as many people to go as possible and to wear red to support UUP

**6. Announcements:**

- a. The "Fall Frolic" will be held this afternoon (Wed 10/16) from 4:30-6 p.m. in the Mandela Room.
- b. The 2019 Fall Delegate Assembly will be held next Friday, October 25 and Saturday, October 26 at the Hilton Westchester in Rye Brook, NY.

- c. Congratulations to Binghamton UUP member M. Stanley Whittingham on winning the 2019 Nobel Prize in Chemistry!  
Sean Massey stated that the chapter would like to acknowledge Dr. Whittingham in some way. Stan is a union member and was a very active delegate. He has attended "Fall Frolic" and "Beat the Winter Blues" celebrations in the past. Benita Roth **MOVED TO APPROVE** a resolution from the Chapter congratulating Dr. Whittingham. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT**. It was stated that the chapter should have a formal recognition as well with an invitation to the next Executive Board meeting. Benita will work with Linda to coordinate this and inform the Executive Board.

## 7. **President's Report (Sean)**

- a. Discuss Chapter Newsletter  
Sean Massey announced that although the Newsletter Committee was super ahead of the game, it only received three articles. An online Newsletter was discussed but the printed version is well received. After discussion, the conclusion is that one newsletter will be produced this year unless one could be ready by late January and another could be published later in the spring semester. It was suggested that the January newsletter include a salary compression portion, as the funds need to appear in paychecks by December 31. Campuses are now doing salary compression trial runs, to make sure there are no major glitches. Sean added that the salary compression issue is extremely complicated. They have had to come up with some sort of system for doing this to make sure it is fair. They are currently running these analyses. Part of the delay is how to do it. Campuses have come back and raised issues. They have to work on coming up with the perfect plan when they implement it. UUP is confident that they have done a pretty good job in terms of coming up with a system. SUNY central has been on board and think it is the right thing to do. Including an article about Nobel Prize recipient, M. Stanley Whittingham was also suggested. The preference is to have seven or eight articles per newsletter, but reprints from Statewide materials could be used as well.
- b. Discuss chapter organizing and department/program representative plan  
Sean stressed the need for organizing a department/program representative plan, and he needs more than five people to volunteer. Each delegate and member of the Executive Board is by default a departmental/unit representative. Executive Board members are encouraged to add some additional time besides attending Executive Board meetings. Sean added that if members are coming to this lunch every month and haven't volunteered, to try and figure out how you can give a little bit more time. It is critical that we demonstrate what it is to be the union. As we move forward, Sean stated they are going to be reaching out to you. If you don't want to be that person, find someone to replace you. We would love to know when problems are happening well before they become major problems. Sean displayed a chart, with UUP employees sorted by department, member/non-member, title and so forth. The Binghamton chapter's top areas showing non-members are: Athletics, TLEL, Economics, Electrical and Computer Engineering, English, Health and Wellness Studies, Mathematics, Music, Political Science, Romance Languages, School of Management, School of Nursing, and Systems Science and Industrial Engineering. Sean asked Executive Board members to

go over the list to see if there are people they know or are connected with in any way that might be a leader. If so, try to convince them to take on this role of getting the foot in the door so we can start building in that particular area. The first step is to go through the list and the second step is to go and talk with them. Board members don't have to go alone. Someone will go with you and help you. Sean will send Executive Board members the link to the chart and urged them to look through the list to see if anyone would be a good lead in to these critical areas.

c. Discuss October (10/21) Labor Management Meeting

Agenda:

- Electronic R&A's for Travel and Hotels
- NYS/UUP Individual Development Awards
- Concerns Regarding Campus-specific Open Access Policy
- Concerns regarding department assistants not being correctly classified for the level of work they are performing
- Electronic Performance Program System
- Changing the process for creating the performance programs
- Concerns about senior staff/deans imposing extra-contractual requirements of both junior and senior faculty related to academic freedom in research.
- Other items?

Anything missing please let me know.

**8. Chapter Business:**

- a. Timeline for Fall Chapter Newsletter
- b. Chapter Membership/Organizing plan
- c. Items for Labor Management
- d. Additional issues and/or concerns from the Executive Board

**9. Adjourn.**

**Robert Mess MOVED TO ADJOURN. SECONDED** by Serdar Atav . Meeting adjourned at 12:57 p.m.

**The next Executive Board meeting will be held on Wednesday, November 13, 2019, from 11:30 a.m. to 1:00 p.m. in U UW-324.**