



## MINUTES

### *UUP Binghamton Executive Board Meeting*

Wednesday, February 12, 2020, 11:30 a.m. – 1:00 p.m., UUW 324

Present: R. Andrews, S. Atav, H. Borruso, S. Capobianco, B. Cornick, P. Doyle, L. Fuller, L. Gallagher, J. Goldman, K. Jesse, P. Knuepfer, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, S. Michael, A. Morris, N. Pages, N. Robinson, B. Roth, D. Stone, A. Uhlig, A. Wang

Guests: D. Wood, Labor Relations Specialist, M. Gunter, G. Jackson, C. Williams

The meeting was called to order at 11:41 a.m. Chapter President Sean Massey welcomed Executive Board members and guests to the February 12, 2020, Executive Board Meeting. He thanked members for their assistance and asked members to introduce themselves and state their departments.

1. Approve Minutes from December 4, 2019, Executive Board Meeting – attached Benita Roth **MOVED TO APPROVE** the December 4, 2019, Executive Board Meeting Minutes. **SECONDED** by Patrick Doyle. **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. \$42.28 was collected at the February 12, 2020, meeting.
3. Treasurer’s Report (Joe)  
Treasurer Joseph Goldman reported the December 2019 and January 2020 Treasurer’s Reports were distributed and the allocation from Statewide was received and deposited. Joseph added that the chapter is doing well financially and he needs to have the chapter budget request in by March 1. He asked for a couple of volunteers to look over the draft for approval. Joseph noted the chapter has spent more than it had budgeted for but is offering more workshops, has increased its catering order, and added five additional hours per week to the Chapter Assistant’s work schedule. An Executive Board member **MOVED TO APPROVE** the December 2019 and January 2020 Treasurer’s Reports. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**
4. Chapter Officers’ Report:
  - a. Vice-President, Professionals (Don)  
Vice-President for Professionals, Donald Kunkel reported that he is meeting with new employees on a regular basis during Human Resources orientation sessions. He has had a number of meetings with professionals with regard to compensatory time and when it should be applied. He added that there seems to be a misunderstanding with some supervisors as to the existence and use of compensatory time off. The majority of issues

involving compensatory time have been caused by a lack of communication between the employee and the supervisor and the definition of “normal professional obligation”. Most professionals have a professional obligation that runs from Monday to Friday with their pass days being Saturday and Sunday. Their normal professional obligations do not require professionals to be available on their pass days. Compensatory or Comp. time is covered under Appendix A-29. Donald stated there are two types of compensatory time covered under the contract. The first covers employees who are eligible to observe holidays but who are required to work on a holiday, such as Christmas or Thanksgiving. They are entitled to one and one half compensatory days off for working each holiday. The second type of compensatory time is for service that exceeds their “normal professional obligation”. This situation can happen when the work does not fall within the definition of extra service. Donald stressed there should be a conversation with your supervisor prior to working beyond your “normal professional obligation”. The compensatory days off are used within one year of accrual at a time that is mutually convenient to the employee and the University or they are forfeited. Conversation followed regarding areas on campus, such as undergraduate admissions and athletics where travel is part of an employee’s professional obligation. Donald advised that conversations between a supervisor and employee regarding compensatory time should be held prior to the event, and if it cannot be worked out, reach out to him and he will speak with Darryl. Darryl Wood added that working an occasional hour or two may be your normal professional obligation. It is when it becomes consistent and unreasonable there is a problem. Sean Massey concluded that clearly there are some problems across the campus with regards to comp time and employees should not be told it does not exist. Donald announced that he is looking for assistance with maintaining/updating the Binghamton Chapter website. If anyone is interested, please send him an email.

b. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported a couple of things have happened that she is unable to talk about. Compression has sparked a number of calls to Benita, Sean and Donald. If you did not get a separate letter, you did not get one. If people are confused, they can talk with the chapter leadership or go to Human Resources. HR emphasized that it was a huge amount of work. There will be three more rounds of this, but the first time was a lot of work. Benita added that it is a new concept, and a hugely important thing. Although she is glad it is in the contract and suspects it will be in more contracts to come, it has created some confusion. A meeting of Harpur Chairs and Program Directors was scheduled for last Friday but was cancelled due to the weather. The meeting will be rescheduled and delayed by a month. Benita will report back after the meeting. Benita stated there have been a couple of instances where a chair has put a counseling memo in an employee’s file. She explained that chairs have a right to do this regarding certain issues. If board members hear that someone has received a counseling memo, Benita encouraged them to send the person to her, Donald or Sean. There are certain things that should not be in a counseling memo. Counseling is meant to be corrective not punitive. If punitive language is used, it is a problem. Do this or else language should also not be used. Sandra Michael encouraged Benita to find someone from the sciences to participate in the “Tips on Getting Tenure” workshop, as there are some issues that are different from other fields. Sean stated if Sandra knows someone who would be willing to participate to please encourage them, as the chapter needs volunteer labor.

- c. Officer for Contingents (Renee)  
Sean Massey reported there is discussion being had regarding new titles for contingents. Over the past year or two efforts to transition long term lecturers into a position where they can get continuing appointment under the title of instructor have been made. If a person is primarily teaching there appears to be no real path for promotion. Conversations are being had about starting some local parallel titles similar to assistant, associate and professor for instructor positions. Discussion followed regarding the possibility that these parallel titles may already exist.
- d. Officer for Retirees (Bob)  
Officer for Retirees, Bob Pompei did not attend, so no report was given.

5. Committee Reports:

- a. Membership & Outreach Committee Reports (Don, Alan, Brendan, & Jordan)  
Brendan McGovern reported that after being indisposed during most of January he does not have much to discuss. He stated the chapter Union Representative training meeting is scheduled for February 26. He added the chapter has purchased box clipboards, and they will be distributed at the meeting.
- b. Contingent Committee Reports (Brendan, Benita, Denise, Renee, Nikita)  
Brendan McGovern reported that he plans to call a meeting within the next few weeks.
- c. Newsletter Committee Report (Lori, Mac, and Katie)  
Lori Fuller reported she and Mac Gunter have discussed a deadline for the next newsletter. They are looking for the newsletter to hit mailboxes on April 17 and have set a March 16 deadline for receipt of articles. Lori added that she has received four or five articles. Sean stated he has two articles to contribute and is working with Jonathan Karp on a project to talk about encouraging public transportation with campus employees. He added that UUP Statewide is encouraging campuses to plan an event for Earth Day but April 22 would be after the newsletter goes out. Conversation followed regarding articles and pictures for the publication, such as "Beat the Winter Blues," the upcoming rally, and an article on Stan Whittingham.
- d. IDA Committee (Don, Serdar, Sarah, Joe, Nikita)  
Committee member Serdar Atav reported the process has moved pretty smoothly. There are two representatives from management, one being Joseph Schultz. It was suggested that during the online application process, a confirmation be sent to acknowledge receipt of the application. Sean thanked the committee for their work. Bonnie Cornick, UUP representative on the Transportation and Parking Committee reported that OCCT and Broome County Transit transportation is free for faculty, staff and students by showing their Binghamton University ID cards. Broome County Transit has an app available which shows bus schedule times and stops. Sean Massey added that it might be a good idea to put a usable presentation regarding this information into the chapter Newsletter.

6. President's Report:

- a. DSI and Salary Compression Distributions

Sean Massey reported two letters were sent out, one for DSI and one for compression. If you got one letter you received either discretionary or compression. People got notification of an award only if they received one. UUP suggested at Labor Management that HR send letters to everyone, but HR bristled indicating it was a budgetary problem. Sean added that when it became public knowledge, he sent out a blast on the UUP listserv saying this has happened and indicated a couple of sources of information. Sean stated he has a 21-page document explaining the compression calculations and invites people to drop by his office if they would like to read it. If there are questions regarding compression, employees are supposed to go to HR first, as they are the ones that entered the information for each person and calculated the result. Sean explained that the university had a fixed amount of money for DSI and compression. One percent of our payroll was split in half and a formula was used to calculate compression. Variables were filled in by HR and compared to CUPA data including average salaries in particular disciplines, title and service, etc. A benchmark was set and employees were compared to that benchmark, which gave HR the amount each employee was compressed. The amount compressed had to exceed \$2500 in order for a person to receive any compression. Employees are not being compared to coworkers but to the CUPA data. Darryl Wood added there are different titles in professional lines. If an employee is an SL4 who does not supervise, they are compared to that state title using local titles as well. If an employee is an SL4 who supervises, .5 was added and the SL4.5 was compared to the CUPA data. Sean stated there are some areas where no one got a compression raise. Sean explained that part of the challenge in using the CUPA data, is that there are two benchmarks that could be used. One is based on "all institutions" and the other is based on "doctoral institutions". Sean explained that although we supposedly had the choice, campuses were mandated by SUNY to use the "all institution" benchmarks. Sean added that he sent out a reminder about a compression survey. He encouraged members to complete the survey as soon as possible, as there is a deadline for submission. Sean stated that if anyone would like to find out more about DSI and compression, send him an email and he will meet with you. Darryl Wood explained 15-18 years ago, the chapter decided to make DSI information publically available. The solution was not to email it to everyone but put it on a website with a firewall that could only be accessed on a BU computer. Some campuses printed the information in newsletters, some on websites, some did not make the information publically available. Darryl added that UUP has suggested campuses not make it public. Sean will print out the information and have it available in the Chapter Office.

b. Campus Rally re: State Budget (tentative: week of February 24)

Sean reported that a SUNY wide rally is being planned on campuses to show there is a very loud push back for lack of funding support. He added he will be calling on Executive Board members to show up as well as assist on getting people within their areas to attend on that particular day and time to hold signs, chant, and pass out flyers. SUNY needs to address equity, compression, etc. with other money other than just the 1% received. Sean encouraged members to pay attention to emails that he will be sending. There is a union representative meeting on February 26, so the rally will be planned for a time after that.

c. Forum on free speech, academic freedom, and social justice

Sean Massey reported he is working with UUP Statewide and the Faculty Senate to discuss the possibility of a forum of some sort to discuss the tensions between academic

freedom/First Amendment and social justice activism. He stated that universities are a place where we talk about free speech, academic freedom and also places where we engage in social justice activism. We need to use our resources to figure out how these things can coexist on our campus. Sean added he has received some positive response from Faculty Senate. A lunch is being scheduled in order to plan for the event.

7. Chapter Business:

- a. Announcement: Beat the Winter Blues on Wednesday, February 19, 4:30 p.m. to 6:00 p.m. in the Mandela Room
- b. Announcement: Tips on Getting Tenure Workshop on Wednesday, February 26, 2020, 8:30 a.m. - 10:00 a.m. (come when you can, leave when you must) in U UW-324
- c. Announcement: Union Representatives Meeting on Wednesday, February 26 at noon in U UW-325
- d. Announcement: Congratulations! Bob Snyder retirement celebration on Thursday, March 5, 2020, 3:00 p.m. -5:00 p.m. in the Tau Bearcat Room
- e. Chapter co-sponsoring Harpur Dean's Distinguished Lecture on Tuesday, March 10  
Sean Massey announced that Matt Johnson of the Department of Psychology will be giving the lecture.
- f. Event for Dr. M. Stanley Whittingham (tentative: March e-board meeting)
- g. Other issues, concerns, and/or labor/management agenda items

Darryl Wood reported that Chapter leadership has two interrogations, one academic and one professional. Chapter officers are invited for moral support providing backgrounds on both sides if necessary. Darryl stated on one he has not heard back but thinks there is a resolution regarding the second one. Some mistakes were made, but the university knows the situation is not that serious and it has been going on in that department for 20 years. It was not the individual, but the system that allowed it to occur. Darryl explained that an interrogation occurs if there is an allegation that a member has done something inappropriate. Human Resources will look at documents and review the information available. If HR believes there is fire because they are smelling smoke, they will bring the person in. The individual has a legal contractual right to representation, which is usually Darryl but could be a legal representative or other. Employees are given an opportunity to explain the context.

Sean announced he is looking for volunteers to attend a UUP Leadership Conference on March 23. It will take place in downtown Albany. Representatives do not need to charge vacation leave and all travel expenses are covered. Sean asked if anyone is interested in attending to please let him know as soon as possible as there is a time pressure.

8. Adjourn.

Robert Mess **MOVED TO ADJOURN. SECONDED** by Serdar Atav. Meeting adjourned at 12:52 p.m.

**The next Executive Board meeting will be held on Wednesday, March 11, 2020, from 11:30 a.m. to 1:00 p.m. in UUW-324.**