



Minutes

UUP Binghamton Executive Board Meeting
Wednesday, April 15, 2020, 11:30 a.m. – 1:00 p.m.
via Zoom Web Conferencing System
Meeting ID: 960-3526-3025
Meeting Password: UUPBing

Present: M. Allington, S. Atav, S. Capobianco, B. Cornick, P. Doyle, L. Fuller, L. Gallagher, F. Goldman, J. Goldman, K. Heard, K. Jesse, P. Knuepfer, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, A. Morris, N. Pages, R. Pompei, N. Robinson, B. Roth, A. Wang

Guests: D. Wood, Labor Relations Specialist, J. Helin, Chapter Organizer

The meeting was called to order at 11:35 a.m. Chapter President Sean Massey welcomed all to the April 15 Zoom Web Conferencing System Executive Board Meeting. Zoom Conferencing was necessary due to the COVID-19 Virus and the stay at home order from the Governor’s Office.

1. Approve Minutes from March 11, 2020 Executive Board Meeting – attached
With the addition of Stuart L’Hommedieu’s name to the IDA Committee, Benita Roth **MOVED TO APPROVE** the March 11, 2020, Executive Board Meeting Minutes. **SECONDED** by Fran Goldman. **MOTION PASSED WITHOUT DISSENT.**
2. Treasurer’s Report (Joe):
Approval of Monthly Financial Report for March, 2020 – attached
Treasurer Joseph Goldman reviewed the March 2020, Treasurer’s report, noting over \$3100 was spent on “Beat the Winter Blues.” He stated the Chapter Audit was submitted on time. Joe also reviewed the Budget Actuals Statement. Benita Roth **MOVED TO APPROVE** the March 2020, Treasurer’s Report. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**
3. Chapter Officers’ Report:
 - a. Vice-President, Professionals (Don)
Vice-President for Professionals, Donald Kunkel reported that he has been designated as essential personnel and is in need of a mask. Darryl Wood stated if people are designated as essential employees, the Governor’s office or the SUNY campus must provide them with some kind of facial covering. Stuart L’Hommedieu added the point of contact for PPE is JoAnn Navarro or Timothy Faughnan. Donald stated he has received questions from professionals regarding the use of vacation leave. He advised that unequivocally professionals should not take vacation time if they are working from home. It is up to supervisors to provide employees with work. If they aren’t given work, they must be available.

If an employee is not going to be available, they must charge time. Donald has been busy trying to get students online and connected. The majority of his time has been spent fielding questions as they come in. Donald reported that new employee orientations are generally held every other week. He is working on a NEO slideshow template from Statewide in an effort to do our chapter NEO's online.

b. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported there seems to be confusion among supervisors regarding differences in UUP and CSEA employees in terms of logging hours at home. If board members hear of any requests for UUP employees to keep hourly track of what they are doing, please let her, Donald or Sean know. Benita added she does not believe it is intentional but rather confusion regarding classified service and others. The Telecommuting Pilot Program Application form was developed for people who log time but is being used by professional employees as well. UUP employees cannot be obligated to record time but can be asked to keep a log of work being done. Keeping a log could be helpful in the event of an audit, which is fairly unlikely. Discussion followed regarding UUP employees being asked to record time as opposed to using a log or ticketing system. Darryl Wood clarified that a supervisor can ask UUP employees to keep some type of a record of work they are doing but they cannot be specifically asked to punch a clock or write down their time. Sean can send out an email blast clarifying this.

Benita addressed the fact that all sorts of rumors are being circulated, and she feels that most are fear based. She added that at least in Harpur all hires are going forward and there is no effort to rescind academics coming in. In addition all mandated tenure and promotion personnel cases are going through without a hitch. Benita reported during Monday's virtual chapter office hours, Jamie Dangler talked about a movement by Statewide to create an electronic system for tenure and promotion cases coming up in the fall and winter in an effort to allow people from having to touch paper. The system also better allows for candidates to track things in real time. Some SUNY's already use this system. Benita stated if it is a good system it would probably be beneficial to members, but the electronic submission for professional employees initiated by the chapter took a while and has not become what we need it to be. Benita added this will be brought up at the April 27 Labor Management Meeting. Benita announced that UUP is working on a statewide SUNY policy to allow for stoppage of the tenure clock at the candidate's discretion. A policy should be coming forward in the next month or so. Hopefully it will apply to all SUNY's. Neil Christian Pages asked when candidates would receive notification letters. Peter Knuepfer stated he is a member of the AUPC (All-University Personnel Committee) and the AUPC has completed all personnel cases in a timely manner. Peter stated he will follow up with the chair of the AUPC and let Sean and Benita know what he learns. It was suggested the holdup may be at the Provost's or President's level. Discussion followed regarding the review process. Benita stated this will be discussed at the April 27 Labor Management Meeting. Darryl reported his understanding is there will be no delays for professional employees and they will be conducted in the normal way at the campuses. He advised that if anyone hears anything different to let the chapter leadership know.

- c. Officer for Contingents (Renee)
Officer for Contingents, Renee Andrews did not attend, so no report was given by her. Sean stated one concern being raised is non-renewals for contingents and asked the board if anyone had information on this. Nikita Robinson reported the Math Department is looking to replace adjuncts with GA's, and some of the math adjuncts are worried about not getting as many classes or any classes at all. Discussion followed regarding temporary appointments and non-renewals. Enrollment numbers was discussed. All classes will be held online over the summer, and it is too early to tell what will happen in the fall. It was reported that in Watson the graduate perspective is suffering due to the international travel ban. CCPA, Harpur and the School of Management appear to be doing ok. Nursing and Pharmacy are also suffering, but Nursing had an unusual peak in enrollment last year.
- d. Officer for Retirees (Bob)
Officer for Retirees, Bob Pompi reported that retirees are working from home and are staying masked and quarantined. He added that retirees are in the age group who will do worse with the infection of the coronavirus, and all planned retiree events have been cancelled. It is hoped there will be a retiree luncheon in the fall.

4. Committee Reports:

- a. Membership & Outreach Committee Reports (Don, Alan, Brendan, & Jordan)
Brendan McGovern reported the last thing the committee did before the campus closed due to the coronavirus was to obtain signatures on postcards. Approximately 75 cards were collected. Brendan explained that he called Dan Brown at Statewide to see what he should do with the cards but never received a return call. The cards were not handed in. Regarding outreach, Brendan reported he was on a political coordinators conference call last week and stated we as a university are in much better shape than we might have been two weeks ago. Dan Brown explained he is 99.9% confident that the majority of the funds received will go to the public universities, not the private ones. Sean added this will be discussed at the next Labor Management Meeting, as we need to know how much money we have and what we are going to spend it on. It is estimated the campus will receive approximately \$13.6M with half going to students.
- b. Contingent Committee Reports (Brendan, Benita, Denise, Renee, Nikita)
- c. Newsletter Committee Report (Lori, Mac, and Libby)
Lori Fuller reported the committee is very close to having the newsletter completed. Donald will put a link on the chapter website to go to the newsletter PDF file. Lori added that Elivia Graves has been spending countless hours on this and made links to all the articles so that a click will bring you directly to them. Lori suggested the chapter purchase a gift card for Libby in appreciation of her hard work. Because production of the newsletter did not include a COVID-19 resource page, it was felt that one should be added and included in the newsletter announcement that Sean will send out.
- d. IDA Committee (Don, Serdar, Sarah, Joe, Nikita, Stuart)

Darryl Wood reported he just received an email essentially stating there was a Statewide Joint Labor Management meeting held regarding IDA's and Drescher leaves. Apparently if IDA work has been completed, it should be paid. If there is a problem regarding this, the chapter needs to know. If there is any money left over it will go to next year. The Dreschers may be a problem. The fall approvals are going to be up in the air, and some Drescher recipients for spring may have been unable to do the work they were supposed to do if they could not travel.

5. President's Report:

- a. Update: Spring 2020 Delegate Assembly.
Sean reported the Spring 2020 Delegate Assembly is cancelled. Although Statewide is considering holding a virtual one in the summer, right now it is off.
- b. Update: Union Representative Network
Sean reported the Union Representative Network is up and running. The chapter will continue to build the network. Although it is Statewide's request for a ten member to one representative ratio, this might be challenging. It is our goal to have a least one representative in each unit or department, with more than one in larger areas.
- c. Report: Virtual Chapter Office Hours
Sean reported the chapter held virtual office hours on Monday, April 13 with approximately 26 people and Jamie Dangler attending. The questions were wide ranging and included tenure, promotion, clock stoppage, budget, the Telecommuting Pilot Program, the CARE's Act money, contractual raises, COVID-19 and when members return to work how do they return safely, compression, what is the racial justice platform and what is UUP doing. UUP acknowledges that during negotiations regarding compression UUP couldn't get SUNY to admit they have a problem with gender and race. The compression raises will adjust some of the equity concerns. Sean, Donald and Benita agreed the virtual chapter office hours went well and having someone from Statewide in attendance was very helpful. Although it was not recorded due to privacy reasons, Sean will flush out some of his notes and give an update after more information is received at the April 27 Labor Management Meeting. Sean added the chapter plans to hold another virtual chapter office hour meeting after the April Labor Management Meeting.
- d. Report: Dr. Nuala McGann Drescher Leave Program recipients
- e. NYS Budget update and UUP Legislative Agenda

6. Chapter Business:

- a. Chapter President Release Time for 2020-2021
Sean displayed and discussed his release time plans for 2020-2021. He explained his goals are similar to past initiatives but more emphatic in light of the COVID-19 pandemic. He added there have been many challenges with UUP this year, and we need to be prepared for significant demands as part of the union as we begin to lay the groundwork. Sean announced he plans to serve as Chapter

President for one more year but is unsure after that. Although he has enjoyed his role as Chapter President, it is a lot of work. If anyone is interested in running for Chapter President in the upcoming spring election, Sean encourages them to speak with him and the other chapter leaders as well. Sean excused himself from the meeting. Benita Roth asked for discussion regarding the request for 2020-2021 release time for Sean Massey. There was no discussion. Benita Roth **MOVED TO VOTE** for 2020-2021 Chapter Release Time for President Sean Massey. **SECONDED** by Brendan McGovern. Vote was submitted. The result was **100% APPROVED (YES)** for Chapter Release Time for Sean Massey. There were **0 No** and **0 Abstain**. At the time of discussion, President Massey absented himself from the discussion and left the immediate presence of the screen. He returned only after the vote was completed.

b. Discuss campus response to COVID-19

c. Discuss online teaching

Sean asked board members if they had feedback and or concerns regarding online teaching. Contingent faculty and TA's in particular have seen an incredible increase in workload and are very anxious. It was asked if there are funds for compensation for the additional work online teaching involves as some TA's and adjuncts are now doing double the work plus attending to dissertations and projects. It was also asked if there are ways to finance them during the summer. It is hoped that UUP will follow up on the issue. Sean stated that compensation for extra labor has been raised but is something that needs to be negotiated. He added that UUP is addressing intellectual property rights. An additional concern is that some programs were supposed to teach totally online and were going to be paid extra, but the intellectual rights were being transferred to the university. Darryl Wood reported that UUP and SUNY are having discussions especially around the development of online courses. It is Darryl's understanding that unless you sign away your rights, the course is yours. If you have not signed a document transferring your intellectual rights to SUNY or the school, it is still your intellectual property. Unless you actively document that you are signing it away, it remains yours. It is the position of UUP that if you are doing extra work, it needs to be compensated. UUP is recommending individuals document in some way what they are doing and it will be dealt with after the fact. It was stated that some contingent staff have not yet incorporated blackboard into their courses. This is a real issue and is affecting professional employees who are being asked to put things together, take emergency calls, etc. Jamie Dangler reported UUP and the State just reached an agreement that whatever is going on during this time does not set a precedent.

d. Professional obligation and telecommuting agreement.

e. Economic uncertainty and anxiety about furloughs/layoffs/retrenchment

Sean reported he has received emails and has had conversations about furloughs, layoffs and retrenchment. He stated some people do not understand what furloughs are and layoffs don't really happen. He stressed we are very much protected by the contract. Sean added he wants to make it clear that things aren't going to happen outside of statewide negotiations to permanent and tenured employees. Conversations are not happening at this time, but we are not sure

what will happen in the future. There are some issues with temporary and term appointments.

f. Discuss solidarity fund for members experiencing financial hardship

g. Other issues, concerns, and/or labor/management agenda items

7. Adjourn

Robert Mess **MOVED TO ADJOURN. SECONDED** by an Executive Board member.
Meeting adjourned at 12:58 p.m.

The next Executive Board meeting will be held on Wednesday, May 6, 2020, from 11:30 a.m. to 1:00 p.m. via Zoom Web Conferencing System.