



## Minutes

*UUP Binghamton Executive Board Meeting*

Wednesday, October 14, 2020, 11:30 a.m. – 1:00 p.m.

via Zoom Web Conferencing System

Meeting ID: xxxxxxxxxx; Passcode: xxxxxxxx or click on ->

Present: M. Allington, S. Atav, S. Capobianco, B. Cornick, P. Doyle, L. Fuller, J. Goldman, K. Heard, K. Jesse, P. Knuepfer, D. Kunkel, S. Massey, B. McGovern, A. Morris, N. Robinson, B. Roth, A. Uhlig, A. Wang, S. Young, D. Yull

Guests: D. Wood, Labor Relations Specialist, M. Gunter, L. Lisman

The meeting was called to order at 11:34 a.m. Chapter President Sean Massey welcomed all to the October 14, 2020, Zoom Conferencing Executive Board meeting. Zoom Conferencing was necessary due to the COVID-19 Virus and campus request to social distance.

1. Approve Minutes from September 16, 2020, Executive Board Meeting – attached  
Benita Roth **MOVED TO APPROVE** the September 16, 2020, Executive Board Meeting Minutes. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.**
2. Treasurer's Report (Joe):  
Approval of Monthly Financial Report for September 2020 – attached  
Treasurer Joseph Goldman reported the chapter did not have many bills during this month except for telephone service and postal service for mailing of the audit book to Statewide. Benita Roth **MOVED TO APPROVE** the September 2020 Treasurer's Report. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**
3. Chapter Officers' Report:
  - a. Vice-President, Academics (Benita)  
Vice-President for Academics, Benita Roth discussed the draft titled *Scholarship Standards, COVID Disruption, and the UUP-SUNY Tenure Track MOA* between UUP and SUNY that was distributed with the meeting Agenda. This is a draft of instructions for chapters and input is very much asked for. Benita reported that UUP Vice President for Academics, Jamie Dangler has heard concerns with the stop tenure clock and standards for scholarship are being raised. Benita added we should not be supporting if there are actual lowered standards for tenure. Benita reiterated that people cannot be forced to do SOOTS for Spring 2020. Benita reported there have been discussions in Harpur regarding the question of graduate students. She added the question is very complicated with concerns regarding funding, teaching and workloads. She encouraged people to send her an email letting her know what discussions have been had for the 2020-2021 class. She will keep things quiet if she needs to. Darryl Wood stated that another potential problem is if you collectively are not teaching graduate students or that type of work is changing, what happens to those programs? Do they die on the vine? Benita stated it is a landscape that none of us can predict right now and it was cautioned the situation could be different in each school. Enrollment of international students may be disappearing but switching to an online setting may result in getting students across

the country into graduate programs. Some graduate programs will not suffer as much as others. Benita asked if anyone has questions or queries to tenure stoppage MOU or the issue of graduate students, to please let her know.

b. Vice-President, Professionals (Don)

Vice-President for Professionals, Donald Kunkel reported a new employee orientation session was held on Tuesday, October 13. Approximately 30 employees were invited and approximately 10 new employees attended. He stated he has been participating in the UUP Membership Committee where the Committee's Strategic Plan is being discussed. Strategic Objectives of the Plan are: 1. Create opportunities for member organizers across the state to become member organizer leaders and trainers. 2. Share the chapter-level support (resources and direction) necessary to ensure the development of self-sustaining, functioning organizing structures at each chapter by March 2021. Donald stated that professionals should have received a Professional's COVID survey. The survey was put together with the assistance of UUP Statewide. Donald encouraged professionals to take a few minutes to respond to the survey. He added that a Professional Concerns Zoom meeting is scheduled for Tuesday, October 20 at 3:30 p.m. This will be an opportunity for professional members to discuss their concerns with regards to our current working environment. Donald reported the College Committee on Professional Evaluation and the College Review Panel elections have been completed. Election results have been emailed to the candidates and Donald is starting to plan for a Zoom meeting with the committees.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews did not attend, so no report was given. Sean Massey asked the Board for comments concerning contingents. He added that vulnerable and non-permanent UUP employees are contacting the Chapter with concerns. Some are being or have the perception that they are being strong armed into agreeing to things and being requested to do extra work as "team players," and some are being clearly told not to expect extra compensation or comp time for this extra work. Vulnerable people are basically being made to do things outside of their professional obligation and being told to "suck it up." Sean stated he is trying to work through these problems without having to identify individuals, as it feels like in certain areas this is happening a lot. Donald Kunkel added that members should have a conversation with their supervisors to see what can come off their performance program when extra work is added or to prioritize their workload. This conversation is extremely helpful when they are filling in for someone leaving the University. A temporary salary increase could be applied. This can be self-nominated and doesn't have to be permanent. There are promotion mechanisms, and in January you can self-nominate. Donald encouraged members to get the extra duties documented in the performance program or through an email. If a supervisor is not being receptive, UUP should become involved. Sean stated unfortunately these problems are systematic within a particular area or line of command. The more evidence obtained, he thinks the better chance we have of getting some movement.

d. Officer for Retirees (Bob)

Officer for Retirees, Bob Pompi did not attend so not report was given.

4. Committee Reports:

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

Donald Kunkel covered most of Membership in his Vice President for Professionals report. Brendan McGovern reported on the difficulties of holding New Employee

Orientations via Zoom rather than in person. Regarding Outreach, Brendan stated there is a lot of movement. He received postcards for distribution and described the procedure to Executive Board Members. Chapters received different candidates and ours was John Mannion, who is running for NY Senate in Clay, NY. He ran last year and only lost by a few thousand votes. Brendan stated he had hoped to share these postcards with UUP employees on campus in an effort to split the workload. Due to the COVID shutdown on campus, he will be unable to do this. He hopes to bribe his children with pizza in an effort to get them to assist him in filling out the cards. He added that we've been asked to phone bank as well. The event is to join with fellow AFT's to remind members to return their ballots. Training will be provided and Brendan put the link to sign up in the Chat window. He added the Binghamton Chapter's set time to assist with the phone bank is October 22 between 6:00 and 8:00 p.m. He reminded board members that anything political needs to go through non-edu email addresses and encourages members to provide these email addresses to Statewide. Brendan will send out an email to get as many people as possible to sign up for the phone bank. Sean stated there will be a UUP roundtable connecting with organizing advocacy on October 16 from 1:00-4:00 p.m. and October 17 from 9:00 a.m. to noon. Members can register today if they are interested in participating.

b. Contingent Committee Reports (Brendan, Benita, Denise, Renee, Nikita)  
No report was given.

c. Newsletter Committee Report (Lori, Mac)  
Lori Fuller reported that she and Mac discussed a November 23 date. She added that breaks down to all articles being submitted to Mac for review by October 27. After discussion it was agreed that Lori, as Chair of the Newsletter Committee will receive the articles with copies to Mac Gunter and Sean Massey. Benita has submitted an article. Sean Massey, Serdar Atav and Brendan McGovern will also be submitting articles. A suggestion was made to do an article on someone who has recently received an award, similar to the one done on Stan Whittingham. Typesetting was discussed, and it was agreed the Chapter can pay for this service as long as it is not a student. Preferably a UUP member could be hired to do this. Sean Massey has the authorization to approve amounts up to \$500.

5. President's Report:

- a. Discuss: Special UUP Delegate Assembly and nominations/elections for UUP Statewide offices: President, Secretary-Treasurer, Membership Development Officer and eight members of the Statewide Executive Board  
Sean reported the Fall 2020 Delegate Assembly held virtually was basically about discussion of amendments and an agreement to do Statewide elections virtually. He added it was one of the worse Delegate Assembly's he has ever attended. Elections for Statewide President, Secretary-Treasurer, Membership Development Officer and eight members of the Statewide Executive Board are being held. The deadline for Statewide nominations is 5 p.m. on October 21. Candidate statements are due on October 23. Sean added if anyone is interested in expanding their service to Statewide office, he is posting the information about the elections in the Chat Window.
- b. Discuss: Appointments to Nominating/Screening Committees for the 2020-21 Chancellor's Awards for Excellence in Classified and Professional Service  
Sean Massey reported he needs to nominate two UUP members to the Nominating/Screening Committees for the 2020-21 Chancellor's Awards for Excellence

in Classified and Professional Service and asked for volunteers. Sean will make the recommendation that Lori Fuller and Alan Wang be appointed.

- c. **Report: Discussions with management regarding Drescher and Presidential Diversity Post-Doc Fellowship**  
Sean Massey reported the Provost basically admitted that for any Drescher Awards that are made, it is very important and valuable to support them. A Drescher is highly competitive and prestigious and is not that expensive, unless you have a small department with limited funding. Sean reported the Post-Doc Fellowship is going away because the funding was pulled. Provost Nieman stated in the September Labor Management meeting that all a department has to say is we want to move the Post-Doc into a Tenure Track position and the Provost will move money into it. Sean stated he asked the Provost if departments know they have to request to move a Post-Doc into a tenure track line and if there is a timeline. Apparently there is no notification or timeline. Sean added we got the administration to commit that there should be a notification with a clear, fixed timeline.
- d. **Discuss: Agenda for October 26th Labor Management Meeting (President Stenger and Provost Nieman will be in attendance)**  
Sean Massey asked if there were items Board members would like to add to the October Labor Management Meeting Agenda, adding President Stenger, Provost Nieman and Vice President Navarro will be attending. Benita Roth requested an update on finances similar to the one the Professional Staff Senate received. Serdar Atav reported he has heard of faculty from other campuses having their approved sabbaticals retracted and postponed. He added this could be devastating to faculty and should be discussed at Labor Management to ensure it doesn't happen at Binghamton University. Sean stated he has learned through Chapter Presidents' calls there is not a lot of consistency across campuses. He added we are doing pretty well, and it is sobering to know that it can be much, much worse. Extra Service compensation and Also Receives was discussed. Sean stated through a Chapter Presidents' call he learned that it is unclear whether or not the 20% limits to extra service is inclusive from the 20% of Also Receives. Darryl stated Also Receives and Extra Service are separate ways to pay. His understanding is they are separate, not overlapping. Benita reported there is a gap between when the semester ends and when the 10-month period ends of approximately four days. Darryl Wood stated that it is a problem. The Board of Trustees Policy defines the academic year appointment. The 10-month talks about it starting September 1. The Provost would have sent out the obligation of 10-month academics and it is generally the week before classes start and the day after graduation. There would be dates established. To unilaterally change it now is a problem. If it extends after what has been the obligation stated by the Provost, it could potentially be a problem and should be raised. The Provost is the one that sets the professional obligations for academics and it is not the same as the academic calendar. Benita added that technically winter break is part of our academic obligation. We don't get a break that is noted contractually. This issue should be put on the Labor Management meeting agenda as well.

## 6. Chapter Business:

- a. **Discuss: MOU regarding testing of faculty and staff**  
Benita Roth reported through her personal experience the testing was pretty painless. The exemption process is strict and if you come to campus at all you cannot be exempt. She stated they are very flexible, helping with two-hour windows. It was a little confusing but the only hiccup is they should have some ability to role the testing dates

over later or into the next week. The process was quite quick with a self-swab, and results appear half an hour later. They also pay for your parking. The lack of communication with regards to the testing process was discussed along with when they say “random selection” what does “random” mean? If someone has not been on campus since March and others have been on campus 80% of the time, why would the person who has not been on campus be chosen to test but not one that has been on campus 80% of the time? The system seems to have a lot of bugs that need to be worked out. The SUNY dashboard was discussed and what policy guidelines are the campuses trying to follow. When do we get shutdown and when are we doing well? More testing appears to work and it was asked if the campus will be testing more. The issue of drive through testing if you don’t have a car was also discussed. Sean stated he will keep pushing for more testing and will bring this up at Labor Management. At the September Labor Management meeting, it appeared that Pam Mischen didn’t feel there was going to be an expansion of testing beyond the mission.

- b. Discuss: Extension of telecommuting agreement  
Sean Massey reported Statewide is still pushing the telecommuting agreement to extend it to next semester, but it hasn’t happened yet. His sense is that it probably will be extended but hasn’t heard of any major decisions being made as of yet.
  
- c. Discuss: Plans for next semester  
Benita reported that another option in response to hybrid and in person learners is something called IPR, In Person Restricted. This is being advocated for large classes with multiple sections and there cannot be any remote learners. Benita added the problem with this is A. Any given moment we might have to go back to two-week online and B. What if you have students that get sick? She has heard that other campuses are pushing in-person teaching. Sean stated just knowing what is happening at our campus and other campuses would be helpful. In response to the question if approval has been given to carry over 40+ vacation days past the expiration date, Sean reported that this is something Statewide is talking with SUNY about. It is on the agenda, but no decision has been made. The question has also been raised if the additional days can be donated to someone who needs it.

#### UUP Binghamton Membership Database:

Sean Massey presented the new UUP Binghamton Membership Database to the Executive Board, stating that it doesn’t have a lot of bells and whistles but is an improvement over the Excel spreadsheet that Statewide provides to Chapters. The issue of confidentiality was raised, and Sean reported that a log in is required to get into it. Sean added that anyone with a log in can see the information, but he can tie them to a particular account. He stated the security issue is there, but we will need to have a decision on who has access. The database is very customizable and Sean asked for input and feedback from the Executive Board. Serdar Atav thanked Sean for creating the database, stating it will be very good to have an historical record. An outline of the database appears below:

#### **UUP Binghamton Membership Database:**

##### **Full Bargaining Unit and Membership Lists:**

Full Bargaining Unit  
Academic Members Only  
Professional Members Only  
Contingent Members Only

##### **Chapter Leadership and Committee Lists:**

Chapter Committees  
Statewide Committees  
Chapter Leadership

Current Non-Members

**Member Contact Records:**

Review Open Contact Records

Review All Contact Records

**Chapter Events:**

Review All Chapter Events

Add a New Chapter Event

(members can be appointed to chapter and statewide committees and leadership roles from one of the member lists to the left)

**Reports:**

Chapter Membership Report

Non-Members by Department

**New Employees:**

Add New Employees

(add only for purposes of NEO)

7. An Executive Board Member **MOVED TO ADJOURN**. **SECONDED** by Brendan McGovern.  
Meeting adjourned at 1:10 p.m.

**The next Executive Board meeting will be held on Wednesday, November 18, 2020, from 11:30 a.m. to 1:00 p.m. via Zoom Web Conferencing System.**