



## MINUTES

*UUP Binghamton Executive Board Meeting*

Wednesday, May 12, 2021, 11:30 a.m. – 1:00 p.m.

via Zoom Web Conferencing System

Meeting ID: 999 8210 2584; Passcode: uupbing or click on -> [Zoom Link](#)

Present: M. Allington, S. Atav, S. Capobianco, B. Cornick, P. Doyle, L. Gallagher, J. Goldman, K. Heard, K. Jesse, P. Knuepfer, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, S. Michael, A. Morris, B. Roth, D. Stone, A. Uhlig, A. Wang

Guests: T. Chronopoulos, M. Gunter, C. Kovacs, L. Lisman, J. Ranucci

The meeting was called to order at 11:37 a.m. Chapter President Sean Massey welcomed all to the May 12, 2021, Zoom Conferencing Executive Board meeting. Zoom Conferencing was necessary due to the COVID-19 Virus and campus request to social distance. Sean stated this was his last Executive Board Meeting before stepping down as Chapter President. On June 1, Alan Wang is taking over as the Binghamton University UUP Chapter President. Sean welcomed new Executive Board Members Tina Chronopoulos and Claire Kovacs to the meeting.

1. Approve Minutes from April 14, 2021, Executive Board Meeting – attached  
Stuart L’Hommedieu **MOVED TO APPROVE** the April 14, 2021, Executive Board Meeting Minutes. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**
2. Treasurer’s Report (Joe):  
Approval of Monthly Financial Report for April 2021 - attached  
Treasurer Joseph Goldman reviewed the April 2021 report stating the chapter received its final allocation of the year. Joe added he submitted the January through March audit report to UUP Central and everything looks good. Some suggestions for spending money are upgrading the quality of Executive Board Meeting lunches and Fall Frolic. An Executive Board member **MOVED TO APPROVE** the April 2021 Monthly Financial Report. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**
3. Chapter Officers’ Report:
  - a. Vice-President, Academics (Benita)  
Vice-President for Academics, Benita Roth reported she and Sean are dealing with a sticky tenure case. Benita stated she has received a myriad of inquiries regarding student COVID-19 vaccinations and a reluctance on the part of some faculty members to teach in person, adding the situation is fluid and suggests a wait and see what happens approach. At this point vaccinations have been approved for emergency use and there are religious and medical exemptions. Regarding mandated vaccinations for faculty and staff, this would be a question for negotiation. Benita reported PEF is meeting with the State on their contract and the State will meet with UUP next year. She added the State has already met with CSEA noting CSEA is many times larger than UUP. Benita reported a large number of faculty and staff in the School of Pharmacy sent a letter to the Provost about the problematic leadership in the School. She added the latest news she has received is these people will be meeting with the Provost individually on a confidential

basis. The School of Pharmacy is going through accreditation and some changes in the leadership may be made after the process is completed. Approximately 25 people signed the letter with an estimate of 30 or 40 employees in the School. Benita added we don't know what kinds of action are going to be taken, but the issue needs to be followed up during upcoming Labor Management meetings. Benita reported there have been complaints discussed in Executive Board meetings regarding supervisors who have asked employees if they have been vaccinated and planning events based on vaccination status. The Chapter alerted this to the President during the April Labor Management Meeting. Human Resources has since issued a statement to all University employees saying to stop asking.

b. Vice-President, Professionals (Don)

Vice-President for Professionals, Donald Kunkel reported this would be his last Executive Board Meeting as the Chapter Vice President for Professionals and thanked the Board for their support. Donald stated he would like to continue as the Chapter Membership Development Officer and will have a conversation with Chapter President Elect Alan Wang. Donald reported he has been meeting with a number of professional employees in regards to returning to work on campus. He added he has received questions regarding a statement President Stenger made in a Professional Staff Senate meeting in which it was stated there would be a conversion of everyone to essential employees so that employees can return to work. President Stenger has admitted since then the use of the word essential was a poor choice of words and a misunderstanding of the term. Discussion followed regarding the designation by management of the term essential. Employees designated as essential are given a sticker for their car and the term pertains to such things as weather emergencies and natural disasters. Donald reported he introduced Brendan McGovern at the Statewide weekly Vice President for Professionals meeting. Donald added he will still be available for assistance and will take calls, but he is diverting his attention to other things.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews did not attend so no report was given. Chapter President Sean Massey reported the Chapter has received mixed information about the budget. Brendan McGovern stated there is actually a bit of a gap, and a lot depends on enrollments in the fall. Discussion followed regarding refinancing of the University's note on the dorms and housing funds that needed to be returned to students. There is concern regarding decisions that have been made by departments and units regarding contingents and temporary employees. One of the things the UUP chapter needs to insure is that management provides us with the workforce needed.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Pompei did not attend so no report was given.

4. Committee Reports:

a. Newsletter

Sean Massey thanked Mac Gunter, stating the Spring Chapter Newsletter looks great. He added he is very pleased with the results and was happy all the timelines were met. Mac reported he looked at the fall academic calendar and on the assumption the Chapter would want to have a fall Newsletter; he has put together some tentative deadlines. Sean stated Chapter President elect Alan Wang would have to approve the deadlines but stated if Mac had the deadlines available they could be incorporated into the meeting Minutes. Mac suggested the following deadlines:

- Call for newsletter submissions: Monday, September 13
- Newsletter submission deadline: Monday, October 25
- Mac's edits and final approvals: Friday, November 5
- David's final date for the last edits: Monday, November 15
- Final for distribution: Monday, November 22

Mac added as the Thanksgiving holiday begins on November 24, it makes sense to get the process over and done with prior to the break. Sean stated the deadlines sound great to him and asked for thoughts and/or feedback from the Executive Board. He thanked Mac again for agreeing to help with the Newsletter, adding the spring Newsletter would not have been possible without his assistance. Sean suggested Alan and Mac coordinate the process for the fall Newsletter. Mac stated it was his pleasure to assist.

b. Membership

Donald Kunkel reported the Membership Committee met earlier this month and voted on some awards, although he cannot state whom the nominations are as they are in process. He added he would like to offer an employee orientation before the summer break but wanted to use the newly piloted database system. If an orientation is scheduled before the end of May, Sean will be invited to attend. After June 1, Alan will be invited to attend.

c. Outreach

Brendan McGovern reported there is a couple of things members can assist with regarding Outreach. He stated this information is listed on the Chapter UUP Facebook page. Brendan also added these links to the chat room. He announced that UUP is holding roundtable discussions over the next few weeks and one discussing Higher Education is scheduled for May 20. He posted these links to the chat room. Brendan thanked Executive Board members for all of their work stating the more union support, the stronger the union is.

d. IDA

Sean Massey requested an update on the IDA. Serdar Atav responded that voting is in process. Some votes are in and some are streaming in, and it should be sorted out within a week. Serdar reported the process was strange this year because of the new rules and regulations within the system. Donald Kunkel stated he would touch base with Aaron Phelps to see where the process is, and added two-factor authentication was used this year. Sean asked how many applications were received this year compared to last year. It was stated in the past there were approximately 30 applications, this year only twelve or fourteen were received. It was explained that there were fewer conferences offered this year due to COVID-19 and applicants were not sure if the money would come through for them. Serdar announced he has some ideas about publicizing the IDA, although the contract ends in June 2022, and it is not known if there will be another round of IDA. Problems with starting the process early are the application process may change, and there is no guarantee to applicants they will be funded.

5. President's Report:

a. Reminder: Next Delegate Assembly will be held virtually on June 4-5, 2021

Sean Massey reminded people who begin their terms as delegates on June 1, to consider attending the next Delegate Assembly, which will be held virtually on June 4-5, 2021. Sean displayed the results of the 2021-2023 election results. There were 13 professional delegates and 9 academic delegates elected. Names are listed in order of the amount of votes received. Sean stated during the next election it would be good to have more

academic delegates. Guests can request to attend the Delegate Assembly but are not qualified to vote.

- b. Discuss results of UUP Binghamton Chapter elections and leadership transition plans  
This item was discussed in 2.a.
- c. Report on membership meeting held Wednesday April 28, 2021.  
Sean Massey reported the Wednesday, April 28 membership meeting held virtually was well attended. Sean stated UUP President Fred Kowal attended and spoke about what UUP Statewide is doing with regards to the return to work and safety issues. Most of the things he spoke about were items discussed in our chapter meetings. Fred stated the Telecommuting Agreement might be an important item of negotiations going forward. It appears SUNY and the Chancellor are ok with it, but the Governor is not. Sean added Fred said really nice things about our chapter and it's leadership, which was great to hear.
- d. Update on delayed raises and state budget  
Sean Massey reported the raises have been approved and we are now in the bureaucracy with the Comptroller. He added what we have been told is the raises for those on salary are easy to calculate; however, every contingent and adjunct has to have their raises calculated and entered individually. The process has to be done manually with someone physically typing the information in. They cannot be batched like those on salary.
- e. Update on statewide pilot of new membership database  
Sean Massey announced UUP Statewide is piloting a new database titled Findjoo with Sean, Donald, and Linda participating. He added although it is not his best choice and seems to be quite a complicated mess, the decision was made and hopefully it will be put together. The database will basically allow chapters to track member contact, provide ways to produce reports, and will do email blasts like our email listserv currently does. Privacy and restricting access to chapter leadership and the chapter assistant has been discussed along with the conversation of members being able to update their information.

6. Chapter Business:

- a. Discuss President Stenger's reopening plan and other COVID-related issues and concerns  
Sean Massey asked the Executive Board for any COVID-related issues and concerns they may have and issues that should be discussed at the May 24, 2021, Labor Management Meeting. The issue of COVID testing was discussed and if the University would continue to test and if so is it prepared for testing as the information received seems to change almost daily. It seems as though everything is in flux and we are in a state of unknown at this point. Information an Executive Board member received from a person coordinating testing indicates from May 31-June 4 the surveillance site will transition to summer testing. One June 8, the summer surveillance-testing site will reopen. When a student living on campus tests positive, they are told to gather 10 days of clothing and academic material, and by 8 p.m. that night they are relocated to another space on campus. Hotels are no longer being used, as there is space on campus.
- b. Discuss items for May Labor Management Meeting  
It was stressed at the upcoming May Labor Management Meeting there is a need for the Chapter to push hard on Management for the University to announce a plan, policies, guidelines, numbers, dates, money etc. as it is a matter of urgency. This information hasn't been updated since January and it needs to be announced so the Chapter can advise its members about their return to campus. UUP members have questions and rightly so

as it will be a major change in their lives in a few short weeks. It was suggested Sean Massey email Joseph Schultz ahead of the May Labor Management meeting asking for details. Sean agreed and will reach out to Joseph later this afternoon. It was discussed that although things are changing everyday and SUNY has decided to change the vaccine policy for students, Binghamton University should have a communicated plan and perhaps contingency plans that are also communicated as people get anxious in a vacuum of information. Sean stated supervisors and managers are not allowed to make their own interpretations of health standards, masks, social distancing, etc. UUP has heard that individual managers and supervisors have said all kinds of things that are not ok and it is an issue of concern. It has been reported that in some areas on campus, employees are not wearing masks. The President has told absolutely different things to different elements. The Chapter needs to make the President's designee aware of what our stance is.

7. Adjourn –

Sean Massey stated it has been a pleasure working with the Executive Board, and he is looking forward to working with them in the future. He wished good luck to everyone. Benita Roth thanked Chapter President Sean Massey and Vice President for Professionals Donald Kunkel for their stellar service and welcomed Chapter President elect Alan Wang and Chapter Vice President for Professionals elect Brendan McGovern. Serdar Atav thanked Sean for his service to UUP and its members. Brendan McGovern also thanked Sean, adding Sean tried to get out two years ago, but was talked out of it. Brendan thanked Donald Kunkel, stating he is glad Donald will be available for assistance and will have his telephone on speed dial. The question of summer meetings was raised and a meeting may be held in July if needed. Sean stated although the Executive Board is not meeting it does not mean leadership is not communicating with one another about issues. There is always an ongoing, active conversation. Serdar Atav **MOVED TO ADJOURN. SECONDED** by an Executive Board Member. Meeting adjourned at 12:48 p.m.

**The next Executive Board meeting will be held on Wednesday, September 15, 2021, from 11:30 a.m. to 1:00 p.m. via Zoom Web Conferencing System. Executive Board Members will be notified if a summer meeting is scheduled. The dates of Fall Executive Board meetings will be announced in June.**