



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, October 13, 2021, 11:30 a.m. – 1:00 p.m.

UUP-324 or via Zoom Web Conferencing System, Zoom Link: <https://bit.ly/3AhjCF8>

Present: M. Allington, S. Capobianco, T. Chronopoulos, P. Doyle, J. Goldman, C. Kovacs, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, B. Roth, A. Wang

Present Attending Virtually: R. Andrews, C. Gelderloos, Denise Yull

Guests: None

Guests Attending Virtually: S. Boyd, K. Jesse, K. Woods

The meeting was called to order at 11:42 a.m. Chapter President Alan Wang welcomed all to the October 13, 2021, Executive Board meeting. Zoom Conferencing was also available due to the COVID-19 Virus and campus request to social distance.

1. Approve Minutes from September 15, 2021, Executive Board Meeting – attached Stuart L’Hommedieu **MOVED TO APPROVE** the September 15, 2021, Executive Board Meeting Minutes. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.** Robert Mess **MOVED TO APPROVE** the September 21, 2021, Emergency Executive Board Meeting Notes. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**
2. Passing 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 eight years (unless meetings were held virtually). It is voluntary and up to members if they want to contribute or not. \$28.00 was collected at the October 13, 2021, meeting.
3. Treasurer’s Report (Joe): Approval of Monthly Financial Report for September 2021 - attached
Treasurer Joseph Goldman reported the Chapter is still looking good financially and the audit report was sent to Statewide. He added there are a couple of workshops coming up, so next month’s report might show an increase in funds spent. Robert Mess **MOVED TO APPROVE** the September 2021 Monthly Financial Report. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**
4. Chapter Officers’ Reports:
 - a. Vice-President, Academics (Benita):
Vice-President for Academics, Benita Roth reported the “Tips on Getting Tenure” Workshop is scheduled for Wednesday, October 27 from 8:30 a.m. to 10:00 a.m. in

U UW-324, and she and Serdar Atav will be presenting. Chapter workshops will now be restricted to members only. She asked board members if they know of anyone who would like to participate to encourage them to do so. Benita added the Workshop is geared more towards employees who are on a mandated tenure clock, but first-year faculty members are also welcomed to attend as the earlier they understand the tenure process, the better. Benita reported there have been several concerns regarding civility, bullying, and actions on workplace violence. She stated she is glad the Chapter will be offering the “Civility in the Workplace – Conquering Bullying and Establishing Civility” Workshop on Tuesday, November 9 from 11:30 a.m. to 1:00 p.m. in U UW-324, adding please encourage people to come and talk with us at the first sign of things becoming objectionable, as we can help people work through these things. Benita noted there is a kind of time clock to report actions, and if someone is unsure if it is on the workplace violence continuum, she can advise you of the relevant people to speak with. Benita reported she is on the Statewide Negotiations Team, which met yesterday, and an on-line survey will be going out to members asking what our priorities for the next contract should be. The survey is not very long and will take approximately 15 minutes or less to complete. Benita encouraged members to complete the survey as this is important information for the Negotiations Team to have. Benita stated we had a virtual site visit on October 6 and approximately 100 people attended. UUP Statewide Counsel to the President Elizabeth Hough who plays an integral part of negotiations reported to date of the virtual town hall meetings, Binghamton was the most engaged Chapter Elizabeth has seen. Benita again encouraged people to complete the survey or to talk with her about issues not covered. There will be another virtual town hall open to the Chapter on Wednesday, October 20 from 1:30 p.m. to 3:00 p.m. Registration for virtual participation will close October 19 at noon.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported he has been receiving emails and getting information that shows professional staff morale on campus is from what he sees as an all-time low due to two disastrous rollouts: The Remote Work SUNY policy it seems was disingenuously implemented not in the spirit of how it was intended and the mandatory volunteerism announcement made by President Stenger, that was later rescinded after strong words from our Chapter President, Alan Wang and others. Brendan added the need for mandatory volunteerism has seemed to go down as the COVID spike has been reduced. Brendan reported high quality professional staff are leaving the University, many who have institutional knowledge that cannot be replaced. Many are applying to different places because after the sacrifices they made during the COVID shutdown, working extra hours, nights, weekends and volunteering their conscientiousness is not being returned in kind. Brendan added Stephen Capobianco has resigned effective November 10 and thanked Stephen for his service, stating he has been an integral part of the campus. Brendan announced a Professional Staff Meeting will be held virtually on October 29, adding UUP Binghamton Chapter leaders want to let the staff know we are here and want to hear what they have to say and want to respond to their concerns. Although this will be a listening meeting with no administration invited, Brendan hopes after staff concerns are vented, the administration will hear how upset

professional staff members are on this campus. Brendan reported the College Review Panel is now in place and the College Committee on Professional Evaluation is carrying over from last year. A meeting with both Committees will be scheduled in early November to discuss their charges for the year.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported she has been contacted by contingents who are concerned about the atmosphere and nervous about where their positions land or if they will continue in the future. She added management does not seem to have a clear and concise open communication with them. With the help of Chris, they have been encouraged to speak with their managers. Renee added she would like to bring up the issue of performance programs not being completed at Labor Management, as two employees reached out to her this week regarding this issue.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess reported he is in an all-day, on-line work session today but took a break to attend the Executive Board meeting. He added so far, the people who have reached out to him are faculty retirees and a Watson College retiree, although he knows other professional employees have retired. He stated things are going well but added this is the first time the Chair of the Professional Staff Senate was not on stage during last weekend's Commencement. Robert added he will mention this to the President saying that it is important the PSS President is on stage.

5. Committee Reports:

a. Newsletter – David Skyrca has agreed to do the layout/graphics editing for Newsletter Alan Wang reported that David Skyrca has agreed to continue to do the layout/graphics for the fall Newsletter. Alan encouraged members to submit articles.

b. Membership – M2M from statewide, currently myself and Brendan McGovern Alan Wang announced the M2M pilot program stating Statewide would like Binghamton University to participate, but Alan realizes how much work it is going to be for everyone involved. Donald Kunkel reported he continues to meet biweekly with new employees, and the orientations are going well. After a conversation with Human Resources, benefits cards will now remain in the UUP Benefits Package. He added if the University continues to hire, these New Employee Orientations will continue to be held biweekly. Donald noted that the appointments have been predominately temporary and part-time, with some term appointments.

c. Outreach

Brendan McGovern reported he has been meeting regularly with the Statewide Outreach Committee, and they have also discussed increasing membership. He stated some people on the Committee have been working on workshops. Because there hasn't been an in-person Delegate Assembly in over a year, the Committee hasn't had a chance to train new members. Brendan added they are looking into doing some things in the spring, and hopefully there will be an in-person Spring Delegate Assembly.

6. President's Report:
- a. Next Delegate Assembly will be held virtually on October 15, 2021, as a one-day event Alan Wang reported that a handful of Chapter delegates have registered for the Fall Delegate Assembly.
 - b. Reminder- Regional meeting for Southern Tier/Mid-Hudson/Mohawk Valley will be 10/20/2021, deadline to register is noon today, hybrid one-day event (see attached agenda), there will be a town hall session at the end of the day open to all UUP members This agenda item was discussed in 4.a.
 - c. Chancellor's award nomination/screening committees – need one person to serve each for professional service and classified service committees Alan Wang reported he has one volunteer to serve but needs another volunteer. Michael Allington agreed to serve.
 - d. 10/6 town hall meeting items
 - e. The Office of Entrepreneurship and Innovative Partnership has asked us for comments/concerns about 2 additional properties that have been acquired in the local area for use as startup spaces. Attached is what was given to me as floor plans and potential usage. This is just for us to get comments from the executive board to bring back to them.
Alan Wang announced the purchase of two more properties to be used for Start-Up spaces. Benita Roth explained the purpose of Start-Up New York with SUNY, and other agencies was with the idea that modernization of old buildings would create jobs and somehow start a renaissance in New York. Benita's understanding is that the Chapter is given the opportunity to review the plan only with no voting power or commenting power. She added it is not a huge deal at this point, but it is a good idea to keep track of what the administration is doing with the assets we have. Statewide has asked for copies of these plans.

7. Chapter Business:
- a. 10/27, 8:30 - 10:00 AM, U UW-324, "Tips on Getting Tenure" Workshop for Academics This agenda item was discussed in 4.a.
 - b. 10/29 - Professional Concerns Meeting via Zoom This agenda item was discussed in 4.b.
 - c. 11/9, 11:30 AM – 1:00 PM, U UW-324, "Civility in the Workplace" Workshop, open to all UUP members
Alan Wang announced the Workshop will be held on November 9. Benita Roth explained that if the upcoming Workshop is anything like the ones held in the past, it explains your legal protections and other various kinds of protections and the avenues you have for reporting it, with ample time for discussion. She added it is not terribly

- technical but contains that kind of information. Sean Massey announced, along the same lines, UUP President Fred Kowal asked him to serve on two committees. One is a NYSUT committee and LGBTQ subcommittee. Basically, any sort of resolution that we want NYSUT to represent can come from different locals. Sean added there is an AFT meeting at a national conference in DC in two weeks, and he sits on several different committees. As soon as he knows more, we can see how to interact with that as well.
- d. Discuss UUP Book Group Proposal/Budget, submitted by Claire Kovacs – attached
Claire Kovacs reviewed her proposal and budget for a Chapter UUP Book Group. She explained the idea is to create an opportunity to come together to better understand what the union does and what it does for us, to have a better understanding of our contract, and to get together and socialize. It was suggested that Labor Relations Specialist, Chris Sielaff be invited to attend as the Labor Relations Specialists are the experts on the contract as written. Capping attendance at a set number was discussed along with asking for an approval of three times the initial request to accommodate a potential increase in interest. After discussion, Claire asked for a motion. Sean Massey **MOVED TO APPROVE** the allocation of \$3,000 in support of the Chapter UUP Book Group Proposal/Budget. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**
- e. Discuss UUP purchasing a table at Citizen’s Action Awards Dinner (Benita)
Benita Roth reported every year Citizen Action of New York has a dinner to honor its Phoenix Awards recipients. The award is given to community members who are engaged in advancing the vision of Citizen Action. Benita announced Dara Silberstein, Associate Research Professor of Women, Gender and Sexuality Studies at Binghamton University is being honored this year. As the Chapter no longer must worry about agency fees, Benita suggested the Chapter purchase a table for eight to attend the event in the amount of \$300 and a full-page ad in the amount of \$150 for a total of \$450. The event will be held on Tuesday, October 26 from 6:00-8:30 p.m. at Atrio Banquet & Catering, 409 Hooper Road, Endwell, NY, and Executive Board members would be given first shot at attendance. Benita added this would be an opportunity for UUP to make good links with the community. Benita Roth **MOVED TO APPROVE** the purchase of a table for eight in the amount of \$300 to attend the Phoenix Awards dinner and a full-page ad in the amount of \$150 for a total of \$450 to support Citizen Action of New York’s Phoenix Awards. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**
- f. Discuss COVID related concerns
- g. Discuss items for October 25th Labor Management Meeting
Alan Wang announced the administration has made available more classroom filters. If anyone has concerns or wants to get one, they should contact Physical Facilities. In response to a question if the filters are available for classrooms only or for office spaces as well, Alan will check with the administration regarding this. Brendan McGovern reported effective July 31, there was a four-page policy of “also receives” and how to get it, adding Chris Sielaff looked through the policies of SUNY and there wasn’t

clarification on this. He asked that clarification of the policies that will be implemented going forward at Binghamton be discussed at the October 25 meeting. Donald Kunkel asked if any feedback from the administration had been received from UUP's request that professional staff receive comp time and suggested the question be asked again prior to the October 25 meeting. The issue of faculty being exempt from President Stenger's mandatory volunteer mandate has seemed to increase the divide between faculty and professional staff. It was discussed at length that as a union, UUP needs to be united and work together and work needs to be done on this issue, as a significant portion of professional staff feel they are constantly being neglected. UUP members supervising other UUP members was also discussed, as well as the fact that there should be only one supervisor. It was suggested that an in-house training of supervisors be provided as some act as Management/Confidential employees even though they are not. Benita Roth reported the Chapter has been asking for chairs and supervisor training for literally ten years. When directed, the administration worked with the School of Management to create an orientation training, but obviously not to the extent that it should have been done. Benita stated there are chairs and directors who don't know the difference between CSEA and UUP and different rules apply to different unions. She added to be fair, chairs and directors didn't get in it for the administration, but she agreed it is something we need to work on. Benita will talk with Chris Sielaff and Brendan McGovern to see what could be done, as the system currently being used appears to be essentially useless. It was suggested that an article be placed in the Newsletter that exposes some of this and points out we've asked the administration repeatedly to assist but now we are going to do it. It was asked that any spring plans for an assessment day be discussed at the October 25 meeting, as there may be a better way to go about evaluating students than was done in the fall. It was suggested the issue of governance for the Faculty Senate as well as for the Professional Staff Senate be discussed at the October 25 meeting. It was asked if UUP can advocate for shared campus governance, perhaps in the upcoming contract negotiations.

- h. Discuss "digital" idea for gathering membership info vs using clipboards
Alan Wang proposed going digital rather than using clipboards for gathering membership information. The process would be more efficient and could be updated in real time to a Google form and or sheet without the need to print off reams of paper.

- 8. Adjourn – Next meeting Wednesday November 10th, 2021
Claire Kovacs **MOVED TO ADJOURN**. **SECONDED** by Robert Mess. Meeting adjourned at 12:50 p.m.

The next Executive Board meeting will be held on Wednesday, November 10, 2021, from 11:30 a.m. to 1:00 p.m. in UUW-324.