



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, November 10, 2021, 11:30 a.m. – 1:00 p.m.
UUW-324 or via Zoom Web Conferencing System

Present: M. Allington, S. Atav, T. Chronopoulos, B. Cornick, P. Doyle, C. Gelderloos, J. Goldman, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, B. Roth, A. Wang
Present Attending Virtually: A. Morris, D. Stone, S. Young

Guests: C. Sielaff, Labor Relations Specialist, M. Gunter, P. Valenta, E. Wright
Guests Attending Virtually:

The meeting was called to order at 11:38 a.m. Chapter President Alan Wang welcomed all to the November 10, 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 October 13, 2021, Executive Board Meeting – attached
Stuart L’Hommedieu **MOVED TO APPROVE** the October 13, 2021, Executive Board Meeting Minutes. **SECONDED** by Robert Mess. **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. \$32.00 was collected at the November 10, 2021, meeting.
3. Treasurer’s Report (Joe): Approval of Monthly Financial Report for October 2021 - attached
Robert Mess **MOVED TO APPROVE** the October 2021 Monthly Financial Report. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**
4. Chapter Officers’ Report:
 - a. Vice-President, Academics (Benita)
Vice-President for Academics, Benita Roth reported it was a very busy beginning of the semester, but things are calming down. She has talked with chiefly contingents on questions concerning obligations and pay and how to strategize. Benita thanked Officer for Contingents, Renee Andrews for sending people to her to discuss these issues. Benita was asked if it is ok for a Lecturer to be asked to do service as well as teach. Benita explained there is nothing contractual with regards to this, but it is where the offer letter becomes super significant. Benita would advise anyone in a Contingent or Lecturer position to have things spelled out as specifically as possible in the offer letter. They should go back to the Chair or Dean and ask what my obligations are outside of my courses and contact hours. She added although she cannot speak to other schools, anyone hired on a Lecturer track in Harpur usually has a three/three teaching schedule. Benita stated she would be happy to review offer letters and try to figure out a way to intervene if there is push back. She added it is a very common problem that the offer letter is not corresponding to what they have been asked to do. Labor Relations Specialist, Chris Sielaff confirmed Benita’s comments, adding expectations should not be excessive and to

pay particular attention to women and persons of color. Expectations should not be out of the ordinary or excessive to people. He stated in general Lecturers can perform service as part of their obligations. Sean Massey questioned if there is anything we can do as a primary prevention approach, stating if Harpur can get together and make recommendations on how much to pay Lecturers, couldn't faculty get together and say this is the way our contract letter should read rather than try and fix all the others. Serdar Atav announced that based on the Pharmacy School with clinical faculty, Decker College revised a strategy if someone has a promotion the new salary would be at least at the 50th percentile, always in the minimal. The salary structure is based on our region, kind of school we are, and the numbers came from the major professional organization that compiled all of this data. A book which costs \$125 tells you exactly where we should be on the scale. Benita replied that this is great to know but Harpur would be a different animal. She added now that Dean Klin has settled in, Benita may ask to meet with her and maybe an Associate Dean to discuss salary and service. It was noted that some long-term academics with Lecturer titles have had their title changed to Instructor, as Instructors can be tenure-track lines and used as a path to permanency.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported the major event was a professional staff concerns meeting limited to members only that was held virtually on October 29. The main concern was telecommuting and also the way professional staff have been treated almost like second-class citizens. This came in the wake of the "voluntold" memo forcing professional employees to volunteer up to eight hours per pay period. Almost 200 people registered, and the Chapter took this opportunity to conduct three polls. Brendan thanked Donald Kunkel for his assistance. The questions and responses follow:

Poll 1. Have you considered leaving Binghamton University due to your current work environment? 118 out of 123 participated (95%)

118 (100% answered)

YES: 72 out of 118 (61%)

NO: 46 out of 118 (39%)

Poll 2. Are your current duties and responsibilities accurately reflected in your Performance Program? 117 out of 125 participated (93%)

117 (100% answered)

YES: 67 out of 117 (57%)

NO: 50 out of 117 (43%)

Poll 3. Within your Department/Area, how do you gauge the current morale?

108 out of 123 participated (87%)

108 (100% answered)

Very High: 1 out of 108 (1%)

High: 18 out of 108 (17%)

Low: 57 out of 108 (53%)

Very Low: 32 out of 108 (30%)

Brendan reported he has received emails primarily concerning telecommuting. He added telecommuting is a big issue and is discussed at Statewide meetings, Vice President for Professionals meetings, Outreach meetings, adding the topic seems to come up at every meeting held.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews did not attend so no report was given.

- d. Officer for Retirees (Bob)
Officer for Retirees, Robert Mess reported he has been working with HR to possibly add a space available benefit to retirees. The proposal is nearly finished, and it looks very good that it will happen on the Binghamton University campus.

5. Committee Reports:

- a. Newsletter
Newsletter Editor, Mac Gunter reported there were three articles that came in, adding because the Newsletter is going to be electronic, he doesn't think it matters how many pages there are. Mac stated he hasn't received information for the "In Memoriam" section. He added it will be a small section so the Newsletter could be sent to the layout editor at this point. Alan Wang stated he will check on the information to be included in the "In Memoriam" section. Mac added there are some pictures that can go in as well and will get back to the people involved. Serdar Atav stated when he was elected Vice President for Academics, it came with a string attached. Each elected officer of the Board was expected to write an article for the Newsletter, but it seems over the years we slowly gave up on that. It was suggested that Brendan add an article to the Newsletter reporting on the professional staff surveys that were recently completed. Brendan apologized for not having the time due to the upcoming GIS day, which has consumed a lot of his time in Geography. Mac stated he would be happy to assist if Brendan sends him the results of the surveys today, adding he would then get the article back to Brendan for approval. Serdar asked what the process is for approval of articles. Sean Massey stated in the past, articles were run by the Chapter President for approval. Benita added that although we are all busy people, the Newsletter is something Statewide encourages the Chapters to do. She thanked Mac for volunteering. Alan Wang reported David Skyrca has agreed to do the layout.
- b. Membership
Membership Development Officer, Donald Kunkel reported he continues to meet weekly with Human Resources and new employees at New Employee Orientations. He added it is important to meet with new hires to help them understand who UUP is and to formally invite them to join. Brendan McGovern added Statewide is organizing a door-to-door membership drive. If anyone is interested in participating, please let Alan Wang know.
- c. Outreach
Brendan McGovern reported one of the main issues that Statewide is reaching out for information has to do with childcare and elder care. Within the last two weeks or so Jamie Dangler came and spoke. A subcommittee has been created which has to do with negotiation pieces. About how to get more money into the hands of people that need it. Family leave and all of these issues and maybe subsidized care for daycare centers. Brendan stated he will keep the Board informed as the committee meets and he learns more.

6. President's Report:

- a. Discuss feedback received from professional's concerns meeting
This agenda item was discussed in 4.b.
- b. Discuss Individual Development Awards (IDA) – (documents attached)
 - i. Check if existing members on IDA committee wish to continue to serve or if we need to elect new ones
Alan Wang announced the campus has \$145,251 of funding available for Individual Development Awards, adding some of this money was left over from last year and a large portion was allocated for this year. Alan sent an email to

those who served on the IDA Committee last year and most of those have replied they would like to continue to serve. Benita Roth asked if they would consider doing two rounds, and she cautioned that when the contract ends, these funds may no longer be available. Aaron Phelps will continue to serve as the contact person, and Alan will send him the names of the committee members. Donald Kunkel asked if the campus has set up a link for submitting applications and would be willing to serve again if an additional person is needed. He added every proposal was read by two members and then ranked. These are out of pocket expenses a person has incurred and the money goes back to them. Alan stated he might submit a short blurb on the Individual Development Awards to Mac to add to the Fall Newsletter. Executive Board members are encouraged to spread the word as much as possible and publicize the IDAs in faculty and staff meetings. People should also be advised to look carefully at the guidelines before submitting applications. This year's Individual Development Award Committee members are Serdar Atav, Joseph Goldman, Stuart L'Hommedieu, Brendan McGovern and Sarah Young.

7. Chapter Business:

- a. Discuss items for upcoming 11/22 Labor Management meeting
Alan Wang stated he has a pretty long list of agenda items for the November 22 Labor Management meeting but asked if Executive Board members had anything else to add. Recently upcoming Academic Calendar dates were released, and online sessions were added to the Calendars. Although it appears the dates are specifically for completely online courses and programs that were established before COVID-19, this topic will be added to the November 22 Labor Management Meeting Agenda.
- b. Reminder that vacation accrual cap is lifted until 12/31/2022
Alan Wang reported the vacation accrual cap has been lifted until the end of the calendar year 2022.
- c. UUP survey for negotiations committee is still active, can be accessed at <https://www.surveymonkey.com/r/UUPBinghamtonContract>
Alan Wang stated it appears the way the UUP survey was sent out, it apparently did not reach everyone.
- d. UUP will be holding a state-wide virtual town hall for professional members on 12/3 (in slide deck)
Another virtual town hall for professional members will be held on 12/3. Alan will send out a notice to the listserv. Alan announced he was notified that the Spring Delegate Assembly will be held in person at the Desmond in Albany.
- e. Discuss concerns from the Executive Board

8. Adjourn – Next meeting Wednesday December 8th, 2021
Donald Kunkel **MOVED TO ADJOURN**. **SECONDED** by Benita Roth. Meeting adjourned at 12:28 p.m.

The next Executive Board meeting will be held on Wednesday, December 8, 2021, from 11:30 a.m. to 1:00 p.m. in UUW-324.