



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, December 8, 2021, 11:30 a.m. – 1:00 p.m.
UUW-324 or via Zoom Web Conferencing System

Present: M. Allington, B. Cornick, P. Doyle, C. Gelderloos, J. Goldman, C. Kovacs,
D. Kunkel, S. Massey, B. McGovern, R. Mess, A. Wang
Present Attending Virtually: T. Chronopoulos, L. Gallagher, S. Michael, A. Morris, N. Pages, B. Roth

Guests: P. Valenta, T. Mann
Guests Attending Virtually: None

The meeting was called to order at 11:36 a.m. Chapter President Alan Wang welcomed all to the December 8, 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 November 10, 2021, Executive Board Meeting – attached
Donald Kunkel **MOVED TO APPROVE** the November 10, 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. \$30.00 was collected at the December 8, 2021, meeting.
3. Treasurer's Report (Joe): Approval of Monthly Financial Report for November 2021 – Will be sent on Tuesday
Treasurer Joseph Goldman reported the Chapter had a few bills last month, but everything got paid. He added the Chapter is doing well with investments and asked for any questions. Robert Mess **MOVED TO APPROVE** the November 2021 Monthly Financial Report. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**
4. Chapter Officers' Report:
 - a. Vice-President, Academics (Benita)
Vice-President for Academics, Benita Roth reported she has heard from academic contingents concerning situations. She added there have been some civility concerns but did not want to speak to these concerns as there are ongoing issues. Benita stated she just got off a call with Chapter Presidents, Statewide Executive Board members and other leaders regarding the Malatras situation, and she encourages people to Google and see where we stand. She added there is breaking news every day. Benita explained that Chancellor Malatras was appointed by Andrew Cuomo without a nationwide search. She added UUP has generally felt they could work with Malatras, and President Kowal has had a pretty good relationship with him. Of late we have seen both texts and tape of

Malatras bullying sexually and being demeaning and uncivil towards critics of Cuomo. Benita explained there have been various reactions by unions, the SUNY Board of Trustees, the Governor, Statewide Committees, the Statewide Executive Board, and others. Some are in support and others are calling for the Chancellor's resignation. Benita stated she wanted to give the Executive Board an update but not to offer a resolution from the Chapter level. She urged people to do their own research on the Malatras situation and would be happy to serve as a resource to talk about it. She added it is a fairly complex situation and there is a lot of emotional response with regards to it.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern thanked Benita for her report and the update on the Malatras situation. He reported as far as professional staff situations on campus, a majority of people come to him about remote work. A lot of these professionals are parents with younger children who would prefer to work from home. One of the largest reasons is the cost of childcare and not having to spend it if they are working from home. Brendan reported the College Review Panel has moved on the first case of the year, and it is going forward. Around the SUNY system, Brendan is hearing at Vice President for Professionals meetings, which are being held weekly via Zoom that workload creep is being seen all over the SUNY system, and there is a real push to prevent compensation of extra work and in some cases a reduction in the workforce. At Farmingdale, Human Resources is interfering with the contract by increasing work to subordinates without paying them, and there is a 15% reduction of professional staff at Plattsburgh. Apparently, at times they are adding to performance programs. Another interesting thing that came up during a meeting is if you do not have an up-to-date performance program, you are apparently not supposed to be evaluated. Brendan stated he knows this happens all the time on this campus. One question he would like to raise to those more knowledgeable is if someone isn't granted permanency in their sixth year and doesn't have a current performance program, can they be released? Donald Kunkel stated during his tenure as Chapter Vice President for Professionals, the campus had a situation arise. A professional employee who was coming up for permanency had a change in supervisor, so a special situation was created for the individual where the determination of permanency was delayed for a year. This gave the professional enough time with the new supervisor to make an educated decision. If someone finds themselves where they do not have a current performance program and are coming up on the sixth year, Donald encourages them to reach out to the Chapter Vice President for Professionals or Chapter President, so UUP can work with Human Resources. There is a remedy in place, and Donald cautioned members not to be complacent and do nothing. Speaking to new hires at New Employee Orientations, Donald stated he tells all new hires whether temporary or term the most important thing besides benefits is they need to have a performance program within the first 45 days, as it could affect future promotions and salary increases. Brendan reported on something UUP and PSS have been advocating. When classes are cancelled due to inclement weather, with the permission of your supervisor, professionals will now be able to work remotely in such cases.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews did not attend so no report was given. Chapter President Alan Wang stated he received an email from Renee regarding the Arbitration Decision of Adjunct Health Benefits, which has been ongoing. Benita added there was an email message sent to Chapter Officers for Contingents regarding an arbitrator's decision that went against one of the grievances UUP was advocating regarding health insurance for adjuncts. In the email, Fred Kowal explained the details, the arbitrator's decision and what the next steps could be. Benita suggested that Alan talk with Fred a bit

more and send some type of notice out to the membership as well as post the information on the website or distribute it.

d. Officer for Retirees (Bob)

Officer for Retirees Robert Mess reported he continues to work towards adding the space available benefit to retirees. He has reached out to other campuses and is waiting to hear back. Robert added he is looking into getting a current list of UUP retirees so he can communicate with them. He wished Executive Board members Happy Holidays.

5. Committee Reports:

a. Newsletter

Alan Wang reported the newsletter is ready to go, and he will send it to Donald Kunkel to post on the Chapter Website and then send a notice out to the membership. Brendan stated he will post it on Facebook and Twitter. Donald added the Newsletter will be online tonight. Treasurer Joseph Goldman reported payment to David Skyrca for doing the layout of the newsletter is already budgeted. Once Joseph receives the invoice, he will pay David.

b. Membership

Brendan asked if a UUP member is teaching one semester a year, are they cleansed from the system when they return after a semester off the payroll? He stated he knows of three people who became members but are showing up as non-members when they returned to the payroll.

c. Outreach

Brendan McGovern reported the biggest item is the legislative agenda being compiled now and given to the Statewide UUP Executive Board, which is supposed to be there by the end of this month. Brendan stated we will see it after it is voted on, adding in January we will be setting up some legislative visits with Donna Lupardo and others. Brendan assumes these visits will be via Zoom.

d. IDA

Alan Wang reported the messaging has gone out, and there is a large amount of money. He added they are trying to do a split 50/50 for one in January and a later one in April.

e. Ad-hoc Negotiations

Claire Kovacs asked members to look at the Chapter Website for an update on contract negotiations, adding one of the most important things Alan, Serdar and she want to do is make sure when they meet in February they have the priorities for chapter professionals, faculty, and retirees. Across the board raises, health benefits and support for a telecommuting policy are the top three priorities, but they are seeking information from all members. If you haven't filled out the negotiations survey yet, Claire stated it is still online and asked that members be encouraged to fill it out before December 31.

6. President's Report:

a. IDA (4/17/2022) and Drescher (1/18/2022) communications

Alan Wang reported the absolute deadline for the IDA is April 17, and the deadline for the Drescher is near the middle of January. Alan announced he received an email regarding a resolution that was discussed at the Fall Delegate Assembly on childcare and elder care. Statewide is looking for someone from each chapter to gather information and such. Alan added more information will come in the form of emails.

b. Email MOU (use of campus resources for UUP communications)

Alan Wang reported he had a discussion with Human Resources and depending on the content of an email message, they want us to send it to Joseph Schultz for approval first. Alan stated that although he doesn't think there was anything wrong with the email message Brendan sent out to professionals with regards to applying for telecommuting, people took it as a call for action and they were not happy with that. Alan added he is still trying to figure out what we can send. Benita reported something similar happened to her when she was Chapter President when she sent out an informational email about CWA workers picketing downtown against Verizon. She stated Joseph would have few objections about sending out a message that contains a link to our website. Claire Kovacs stated she has some significant concerns about this as we move forward, as this is asking people to click on another link. Discussion followed regarding the difficulty in communicating with members and getting up-to-date, non-edu email addresses for them, as the use of edu email addresses is a State resource. It was suggested that we keep doing what we are doing and apologize whenever we make a mistake. It was stated that anyone who wants to be a department representative, needs to provide a non-edu email address, noting the Chapter was in the process of building department representatives when COVID hit. Donald reported that Statewide is in the process of switching to a new membership database, adding there is a spot in the database for non-edu email addresses.

7. Chapter Business:

a. Book club update(s) and questions (Claire)

Claire Kovacs reported she would like to hit the ground running in terms of timing of the announcement of the Chapter Book Club. She asked for input from academics, professionals, contingents, and retirees regarding the timing for her to start the push for people to sign up. Benita suggested sending an announcement the first week of the semester followed by an additional announcement the second week. The sooner the better, and an announcement should also be included in social media and on the Chapter Website. Benita stated sending out an email regarding the Book Club is fine, adding it is not the only one on the campus.

b. Discussion on performance programs and evals

Tami Mann of the Department of Teaching Learning and Education shared a bit of history regarding the online performance program and evaluation system, stating she was integral in getting the system online. The approach she took was to try and make the system easier and more accessible. She added it is fairly straight forward that professionals are rated on tasks that appear on the performance program, and she proposes consideration to include a dedicated section whereby someone can list their contribution to mission. If a professional employee is up for promotion or DSI, this would be a way to show a total picture of the person's talent, not just the list of duties in the performance program. Benita added although she is sure the call for an online system came from a member or from different sources, she is going to own that one. As Chapter President, Benita talked to President Stenger, and he did it. Benita stated the Faculty Annual Report is a counterpart and regarding contribution to mission that chairs and faculty have to speak to, that aspect of accounting for faculty is not without its problems and a metric over which a department does not have much control. Other kinds of metrics are brought in from say the question of how the discipline works nationally and the like. The problem with contribution to mission as far as it goes for faculty and departments isn't something they get to craft themselves. It is pretty much the question of what does this mean, how is this measured, are we going to be monished over something we have no control? Benita cautioned she is not sure a contribution to mission evaluation is the way to go. Sean Massey added he understands why it is important but worries about the concern that performance programs and evaluations need to be in sink and workload slippage. What we get from the corporate model is that people really

deserve raises if they go above and beyond the performance program. Sean worries this is the standard by which all of that is determined, and we work hard to get in performance programs what people are supposed to do. Although Sean is not against it, he worries that this may become an expectation, and if you want to go anywhere and do anything, you will need to have something in that column. Tami agreed with all the comments but stated after working on campus for 21 years what happens is you are charged a certain number of tasks, but people leave, and you have to take on an obligation that wasn't in the performance program. If someone picks up a personnel file, they should see what your total effort is. Considerable discussion followed about the use of the self-evaluation. Benita added she hears Tami's concerns and knows this is what happens everywhere all the time. She suggested offering a workshop that gives the best practices in terms of how to keep performance programs up to date and how to do evaluations. Historically, workload inconsistency is one of the technicalities. If it is a one-time kind of thing, you don't negotiate a new performance program. If it becomes a regular duty, the performance program needs to be modified. Donald explained that being able to create a mid-year update to your performance program is something the online system currently does not support, but a paper document can be submitted. Brendan advised more training is needed for supervisors, especially academics who may not know the procedure and system currently in place for performance programs and evaluations. Donald added we are coming up on the end of the year and for people who have permanent appointment, performance programs and evaluations are due by our supervisors. He suggested UUP send out an email to professionals encouraging them to fill out a self-evaluation, adding self-evaluation might go a long way in solving some of these issues.

- c. Discussion on "Beat the Winter Blues" tentatively scheduled for February 9 from 4:30 to 6:00 p.m. in the Mandela Room
Alan Wang reported we are hoping to hold "Beat the Winter Blues" on Wednesday, February 9, but we will have to wait and see.

Claire Kovacs announced that UUP posted a News Release from UUP President Kowal on support of access to abortion care.

8. Adjourn – Next meeting Wednesday, February 9, 2022, at 11:30 in UUW 324
Sean Massey **MOVED TO ADJOURN**. **SECONDED** by Brendan McGovern. Meeting adjourned at 12:40 p.m.

The Next Executive Board meeting will be held on Wednesday, February 9, 2022, from 11:30 a.m. to 1:00 p.m. in UUW-324.