



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, February 9, 2022, 11:30 a.m. – 1:00 p.m.
UUW-324 or via Zoom Web Conferencing System

Present: M. Allington, R. Andrews, S. Atav, B. Cornick, P. Doyle, L. Gallagher, J. Goldman, C. Kovacs, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, A. Morris, B. Roth, D. Stone, A. Wang

Present Attending Virtually: T. Chronopoulos, C. Gelderloos, D. Yull

Guests: M. Gunter, P. Valenta

Guests Attending Virtually: C. Sielaff, Labor Relations Specialist

The meeting was called to order at 11:33 a.m. Chapter President Alan Wang welcomed all to the February 9, 2022, Executive Board Meeting. Zoom Conferencing was also available due to the COVID-19 Virus and campus request to social distance.

1. Approve Minutes from December 8, 2021, Executive Board Meeting – attached
David Stone **MOVED TO APPROVE** the December 8, 2021, Executive Board Meeting Minutes. **SECONDED** by Donald Kunkel. **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. \$37.00 was collected at the February 9, 2022, meeting.
3. Treasurer’s Report (Joe): Approval of Monthly Financial Reports for December 2021 and January 2022 and vote on 2022-2023 budget – attached (Joe)
Treasurer, Joseph Goldman reported that everyone received a copy of the December 2021 and January 2022 Monthly Financial Reports and asked if anyone had questions. David Stone **MOVED TO APPROVE** the December 2021 Monthly Financial Report. **SECONDED** by Andrew Morris. **MOTION PASSED WITHOUT DISSENT.** Andrew Morris **MOVED TO APPROVE** the January 2022 Monthly Financial Report. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.**
Joseph reported the Chapter is doing well with its budget and asked if there were any questions about where we stand so far. He added the Chapter needs to vote on the proposed budget for 2022-2023 as UUP Central’s timeline got moved up. Joseph explained that he basically left the numbers the same and is expecting more in-person events. He added the Chapter is always coming under budget and the shortfall runs about \$200, not counting the COVID year. Stuart L’Hommedieu asked if the receipts were down because our membership is down and during COVID did we lose members? Joseph explained that the Chapter actually went up in membership. The receipts were down because UUP Statewide is paying half of the Chapter

President's salary. Patrick Doyle **MOVED TO APPROVE** the proposed budget for 2022-2023. **SECONDED** by Stuart L'Hommedieu. **MOTION PASSED WITHOUT DISSENT.**

4. Chapter Officers' Report:

a. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported it is tenure and promotion time, so a couple of cases came to us that she can't speak to specifics and the Chapter has been working on that. Benita stated a number of years ago the Provost who was then the Dean of Harpur decided when academics are having babies or their partners are having babies they can take a semester off from teaching. She added this has been long standing, at least in Harpur. Benita explained with the COVID stoppage of the tenure clock, we heard an IPC voted on a junior person indicating they had "extra time" to prepare their package for promotion and tenure. She stated parental leave and COVID, as many of you know provides its own challenges, adding Alan and Chris met with Joseph Schultz and the Provost to develop a policy, and the Provost is going to issue a memo to remind junior faculty they are not to consider COVID and parental leave as "extra time" to get their packet ready. Benita was asked if the same policy is in place with regards to professionals. Benita stated she has not heard anything to that affect.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported he is going to combine overlapping issues here with the Outreach Committee and with Vice Presidents for Professionals' information. Brendan explained that as far as cases, members are coming to him with complaints, adding a disproportionate number continue to come from the reorganization of the Graduate School and distribution of members into other parts of the University causing a ripple effect of issues. Brendan stated he is also being contacted regarding remote work and situations relating to that. All in all, Brendan explained the calls and contacts made to him have slowed down since the beginning of the year. Brendan shared information that the University has lost some prominent professionals with many more sending feelers out as it is a robust job market. Brendan encouraged members to read Fred Kowal's summary of legislation of the Governor's proposed budget. He stated although he has heard Binghamton University has a few million dollars deficit, projected funding for BU with the closing of the tap gap should cover any deficits. Additionally, from what Brendan understands Albany is awash in cash adding with a Governor looking to make friends it is a good year to advocate. Brendan reported there is an announcement on the Chapter Facebook page of a Higher Education Day this Friday. He explained the event is held every year and will be online again this year. He urged everyone to sign up on the Chapter Facebook page to participate either morning, afternoon, or all day. Members will be assigned with a participant group to a legislator. There will be a meeting on Thursday at 7 p.m. for everyone to go over the particulars of what we are asking for. Brendan reported there will be a Week of Action March 1-4 to further ask our Assembly members and Senators for more funding. He was contacted by a UUP representative from Cortland to see if the two campuses could do some type of coordinated effort. Brendan added ours will be March 2, and we are still in the developmental stages. He asked if members have ideas, to please let him know.

c. Officer for Contingents (Renee)

Office for Contingents, Renee Andrews stated she did not have much to report but that contingents have come to her with concerns about their positions. During COVID and right after COVID, Renee stated she has been encouraging them to continue to do a great job, participate in activities, and look for other positions that might become available.

- d. Officer for Retirees (Bob)
Officer for Retirees, Robert Mess arrived late due to a scheduling conflict, so no report was given.

5. Committee Reports:

- a. Membership (Guest appearance from statewide membership/mobilization)
Alan Wang explained that Rob and Danielle from Statewide had scheduling conflicts and were unable to attend the meeting. Donald Kunkel announced there are plans to go over the membership database and he encourages people to take advantage of that. He reported he has been meeting on a bi-weekly basis with Human Resources at New Employee Orientations adding the last orientation was held in room AD 606 and there wasn't an empty seat. Donald stated we have been getting from 75% to 80% membership sign ups and often new employees sign up online after speaking with colleagues after the event. Donald explained he will continue to be the Membership Development Officer as long as he can but is putting out a call to those who may be interested in shadowing him at New Employee Orientations. If anyone is interested in attending these, which are held every other Tuesday at 10 a.m., please contact Donald and he will send you a schedule. Benita thanked Donald and stated that two labor management meetings ago, Joseph Schultz mentioned they were having trouble filling positions, so she is surprised the New Employee Orientation room was filled. Brendan stated it is positions in general on campus adding his department is doing a search for a new secretary and received only three applications. Brendan explained he talked with Albany and contingents are supposedly pulled from membership after a year, but he has learned some are being pulled earlier. Serdar Atav reported a huge number of adjuncts are not on campus and most of those in the Decker College of Nursing are not local or live in the area, and some have never set foot on campus. Donald explained a lot of adjuncts do not attend New Employee Orientations, so we never get to talk with them. Benita stated prior to COVID a discussion was had on holding an in-person event at the Downtown Center or the Lost Dog Café. She suggested this event be scheduled. Brendan proposed getting a few volunteers together to discuss how to reach that target population.
- b. Outreach
Brendan McGovern reported he covered everything in the Vice President for Professionals report. He explained although it is too late to send out something for Friday's Higher Education Day, he would like to send something out for the Week of Action, March 1-4. Brendan asked what the status was on gathering non-edu email addresses from members. Alan Wang announced the next time he sends out email updates there will be a form to link with the database, and his idea is to eventually use that. Donald Kunkel stated the long-term plan is that members will be able to update information on the new database.
- c. DEI
Lisa Gallagher reported she is Binghamton's representative on the Diversity, Equity, and Inclusion Committee, and asked that a link to the UUP HEALS (Healthcare, Education, Access, Leadership, Sustainability) be sent out with the February 9, 2022, Executive Board meeting agenda. Lisa explained the Committee is looking at the following five priorities:
Priority 1: Create strong DEI committees at the state and chapter levels
Key Result: Develop and promote strategies and best practices within the realms of racial, social, sexual, and gender diversity.
Priority 2: Provide a Sensitivity Training Statewide

Key Result: Promote, bring awareness and engage co-workers in DE&I training and conversation.

Priority 3: Collaboration Partners

Key Result: Identify and engage with community organizations that support our diversity and inclusion initiatives.

Priority 4: Legislative Agenda

Key Result: Support and engage members in legislative priorities that promotes equal opportunities for all.

Priority 5: DEI Calendar of Events

Key Result: To bring awareness and engage members

d. IDA

Donald Kunkel reported the IDA Committee has started the review process but is still accepting applications. He stated the Committee is going to try to expedite the reviews and encourages people to get their applications in as soon as possible. Stuart L'Hommedieu added each person can submit two applications for a total of \$2,000, and the amount of the requests do not have to be 50% for one and 50% for the other. It could be 40% and 60% or some other calculation. Benita stated the contract ends on June 30, and it is unclear if the IDA's will continue. Chris Sielaff explained it is unclear if there will be another IDA. There is a nine-month carry over of any remaining funds after the current round. He added whatever is left in the piggy bank can be rolled out for another round within nine months of the end of the Agreement. It depends on utilization, who applies for what, and what is left.

e. Ad-hoc Negotiations

Claire Kovacs reported she is the campus professional representative and Serdar Atav is the campus faculty representative on the Ad-hoc Committee for Negotiations. She stated last Friday and Saturday a retreat was held to establish priorities. Benita added there is much data received from town halls, surveys, chapters, committees, etc. Originally there were 340 distinct items received, then down to 140 distinct items and an exercise was to prioritize 10, with approximately 95 people involved. She stated things are still in flux in terms of what we are thinking of asking for. Pay raises, pegged to the consumer price index, telecommuting in a big way, keeping health benefits up and costs down, and a couple of other things. Benita explained Health Sciences campuses need certain guarantees for their members, as many are contingents including doctors. An important item is longevity and what we are going to do with longevity. A step system in New York and if we start to reward longevity, steps, lump sums, proactive things. Claire added another item was contingent security. Donald stated that under the last contract there was a section of IT support that never got addressed. Alan replied that MAC titles came up in payroll, but there is a lot wrong with that system. It was asked if there was concern that the high priority of Health Sciences was at the expense of other campuses. Benita replied that Bret Benjamin, Chief Negotiator and Elizabeth Hough, the UUP lawyer and part of the negotiations committee feel a contract for all that addresses specific issues will make it a good one. She added Health Sciences and hospitals are one-third of our membership and the dues are not insignificant, and we need to think about sub-sections of our membership and others. Benita explained an issue here at Binghamton is some members are professionals and some are academics. Academics are supposed to do research, but with limited time. Tenure depends on them doing so. This is not an issue for 10-month academics. For example, put into place standards and policies that are potentially beneficial to all. Claire explained that prioritizing 10 items doesn't mean there is only 10, as it was just an exercise. A Contract Action Coordinating Committee was created to help members become more engaged in the effort to obtain a

fair contract. Claire stated the Committee needs to know what resources we need. She added we have a department representative system, but it hasn't met. She asked for feedback on the system and who is running it. Sean Massey explained the intention of the department representative system was to get people involved and be a two-way liaison from the Executive Board and Statewide, meet regularly, and be on the lookout for problems and issues that might be happening across the campus. He added although COVID stopped it, it is certainly an important thing that needs to move forward. It was suggested that prior to a general membership meeting, the Chapter review which areas are lacking representatives and ask for volunteers at the meeting. Donald Kunkel stated having a general membership meeting is an important thing to do. He added members can be as active as they want to be, even if it is just to become more informed. Claire reported the second day of the retreat was spent talking and thinking of different areas of focus as we go into negotiations, more detailed were telecommuting and contingent job security. Claire stated if members have any feedback or ideas, they can post them.

- f. Newsletter (This was added to the February 9, 2022, Agenda)
Newsletter Editor, Mac Gunter reported the Fall Newsletter was sent with a couple of little blips, but they were handled and dealt with. Mac reminded the Executive Board that going forward, permission is needed for the use of pictures of members in the Newsletter. Mac proposed the following timeline for the Spring Newsletter: Put out a call for the Spring Newsletter as soon as possible with a submission deadline of Monday, April 4. This will give a week to get final approval from the authors and have everything done by April 11. The final layout would come back to Mac from the Copyright Editor by April 20 and the final sent to UUP for distribution by April 27. Mac added if Executive Board leaders could contribute something, that would be great. He stated he was unable to include an *In Memoriam* section in the fall because he did not receive this information, adding if the Executive Board wants this to be included on a regular basis, someone should be put in charge of obtaining this information.
6. President's Report:
 - a. Drescher leaves
Alan Wang announced there are two Drescher candidates.
 - b. Spring DA registration procedure and timeline (see attached timeline)
Alan Wang announced the timeline and registration procedure for the Spring Delegate Assembly scheduled for April 8 and 9 at the Crowne Plaza Albany–The Desmond. He stated there will be individual rooms for everyone for no extra charge due to COVID. Benita added the Negotiations Team will be meeting in person at The Desmond.
 - c. Negotiations organizing efforts
Discussed in Agenda Item 5e.
 - d. Items for the February 28, 2022, Labor Management Meeting (This was added to the February 9, 2022, Agenda.)
Alan Wang asked for agenda items for the February 28, 2022, Labor Management Meeting. Donald suggested an update on the status of online performance programs and evaluations. Benita agreed and added the whole point of doing these online was to be able to query for compliance.

Alan Wang announced the following upcoming events:

March 7: "Tips on Getting Permanency" Workshop, 11:30 a.m. – 1:00 p.m., U UW-324

March 30: "Beat the Winter Blues," 4:30-6:00 p.m. in the Mandela Room

April 8 and 9: Spring Delegate Assembly, Crowne Plaza Albany-The Desmond Hotel

Alan Wang announced 18 or 19 N95 masks are available in the Chapter Office. Claire suggested UUP get an allocation of masks and distribute them here on campus as a point of interaction with members.

7. Chapter Business:

- a. Starbucks Workers United resolution – (see attached from Buffalo chapter)
Claire Kovacs **MOVED** to adopt the following resolution. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**

Resolution for support of Starbucks Workers United Organizing Committee (SWUOC) by UUP Binghamton (modelled after UUP Buffalo HSC Resolution)

WHEREAS, Starbucks (SBUX) is a company that dictates every aspect of its employees work life, pay, benefits, and working conditions. Starbucks is a company that is more concerned with profits than its employees' well-being; and

WHEREAS, Starbucks' working conditions are known to be controlling. Starbucks has consistently made decisions for the sake of saving money despite knowing that these decisions jeopardize workers' health and safety; and

WHEREAS, Starbucks employees work hard, especially as front line workers during the pandemic keeping many of their locations open despite COVID-19 risks. Their hard work makes the company among the most profitable (2020 ~ \$20B in revenues and ~\$2B in cash profits) in the world restaurant industry sectors while employees have to earn eligibility for their benefits; and

WHEREAS, A union would enable workers to come together to use their collective power to negotiate workplace improvements with their employer; and

WHEREAS, SWUOC has formed to help organize Starbucks workers and claims that Starbucks has used heavy-handed efforts to thwart the union organizing campaign. Such efforts have included, but are not limited to suddenly closing stores for unscheduled maintenance, flying in high-ranking Starbucks' executives to spend significant time in stores and requiring employees to participate in captive meeting "listening" sessions conducted by executives to discuss the down-side of union organizing and to intimidate workers; and

WHEREAS, the National Labor Relations Board (NLRB) granted the SWUOC permission at three Buffalo-area Starbucks stores to hold store-by-store votes to unionize starting in November 2021 and votes were counted by NLRB on December 9, 2021; and

WHEREAS, the uncertified results of tallies of ballot suggest a successful vote at Elmwood, with the other two stores results awaiting decisions on objections and determinative ballot challenges. Pending certification, the Elmwood location is the first of 8,900 corporate-operated Starbucks stores in the United States to unionize; and

WHEREAS, UUP supports the right of workers to organize and form a union to collectively bargain better terms and conditions of employment and a working environment that fosters equity, sustainability, and social justice while nurturing and inspiring the human spirit; and

WHEREAS, the UUP Binghamton Chapter has passed a resolution in support of worker organizing at Starbucks across New York State and requests UUP HQ to provide material support for such efforts; and

WHEREAS, the UUP Binghamton Chapter stands in solidarity with SWUOC's efforts to unionize other stores in New York.

NOW, THEREFORE, be it

RESOLVED, that UUP Binghamton supports UUP Buffalo HSC's direction that UUP Executive Board hold an electronic vote on a similar resolution; and

RESOLVED be it further that UUP Binghamton supports UUP Buffalo HSC's direction of President Fred Kowal or his designee to contact the SWUOC and pledge our support for the Starbucks Labor Union with any other resources we can.

- b. SUNY wide bullying policy – (See attached policies from other campuses)
Alan Wang reported approximately four campuses have adopted local policies on top of the normal harassment policy to deal with SUNY wide bullying, and he will be working on a draft for the Binghamton campus. He asked the Executive Board if they have experienced or heard of this happening on campus. Benita stated it is important and we should ask for one at Binghamton University. She suggested drafting something that is conceptual rather than try to cover every issue that comes up and to work with the Division of Diversity, Equity, and Inclusion to put together a policy, adding the more players we can get with volume the better. Serdar Atav stated all units have an Associate Dean for Diversity, and in addition to the Division of Diversity, Equity, and Inclusion, he suggested reaching out to these Associate Deans and work with them. Sean Massey suggested based on a lot of experiences, whatever policy it should not be just peer bullying but management bullying to their subordinates as well.
- c. Statewide childcare/eldercare working group
Alan Wang reported a volunteer is needed for the Statewide Childcare/Eldercare Working Group. Brendan reported he was recruited and called upon to serve on this Committee at a meeting held in November or December where Jamie Dangler was the lead speaker. Alan will let the person who contacted him know that Brendan is serving.
- d. Book club update(s) and questions (Claire)
Claire Kovacs announced if anyone would like to participate in the Book Club, the deadline is today so she has time to purchase books. An announcement was sent out on the UUP listserv and PSS Newsletter, and a link to register was put on the Chapter Facebook page. She added it is not necessary to go to every meeting, and 17 people are currently registered. Claire stated she and Chris are meeting next week to talk about how we are going to organize the conversations. Due to lack of space in the Chapter Office, Patrick Doyle offered to hold the books in his office when they arrive.
- e. Collection of non-edu emails
Claire explained the easiest way she sees to collect non-edu email addresses is through Mail Chimp but asked for ideas from Executive Board members. Claire stated her plan is to get the form out in the next day or two and put it on the Chapter Facebook page. Sean explained that by being creative and crafting the Chapter can send out information on the uup listserv and use a link to information, so it is not in violation. Donald added the new

database will handle collection of these non-edu email addresses. He also can link information and put it on the Chapter website so that it is available to members.

8. Adjourn – Next meeting Wednesday, March 9, 2022, at 11:30 in UUW-324
Stuart L’Hommedieu **MOVED TO ADJOURN. SECONDED** by Robert Mess. Meeting adjourned at 12:51 p.m.

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