



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, March 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, P. Doyle, L. Gallagher, C. Gelderloos, J. Goldman, C. Kovacs, S. Massey, B. McGovern, R. Mess, B. Roth, D. Stone, A. Wang

Present Attending Virtually: T. Chronopoulos, B. Cornick, D. Kunkel, A. Morris, S. Young

Guests: A. Robinson-Perez, Affirmative Action Officer

Guests Attending Virtually: None

The meeting was called to order at 11:39 a.m. Chapter President Alan Wang welcomed all to the March 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 February 9, 2022, Executive Board Meeting – attached
Robert Mess **MOVED TO APPROVE** the February 9, 2022, Executive Board Meeting Minutes. **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. \$23.95 was collected at the March 9, 2022, meeting.
3. Treasurer's Report (Joe): Approve February 2022 Financial Report
Treasurer Joseph Goldman reviewed the February 2022 Financial Report, stating the Chapter has received the second allocation from Statewide and is doing well financially. Robert Mess **MOVED TO APPROVE** the February 2022 Monthly Financial Report. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.**
4. Chapter Officers' Report:
 - a. Vice-President, Academics (Benita)
Vice-President for Academics, Benita Roth reported the Negotiations Team is solid and is having in-depth discussions. She added the Team will be working on conceptual proposals. Benita stated there are two theories regarding a timeline. The first is that Governor Hochul will be interested in settling as soon as possible hoping to be reelected in November. The second is the timeline won't happen. There will be a ceremonial meeting with the State in late May or early June, and Benita will keep Executive Board members abreast. She added if anyone would like to talk with her, to contact her. Benita reported it is the season of renewals and non-renewals, and she has been hearing from some people curious about offer letters and the like. She learned that Stony Brook, Albany, and Buffalo allow ABD graduate students who teach to sign up for credits through the Space Available Program for which they do not have to pay fees. She added

that Binghamton University strictly forbids this, and this will be brought up at the next Labor Management Meeting as well as the meeting in April, at which President Stenger will be in attendance. Benita reported she has been receiving inquiries about the situation regarding a colleague of hers and what the union is doing. Benita stated Article 10 expressly stops the union from grieving discrimination. In this case the person did not lose their job or pay, and the union cannot relieve a person from punitive damages, such as emotional stress, or a ruined reputation. Benita stressed she has had long talks with both the Chief Negotiator Bret Benjamin and Elizabeth Hough, the UUP lawyer and the union has never won one of those grievances. One cannot go through the kinds of discovery processes that they would go through in the court of law. Benita stated the Negotiations Team will be opening Article 10 but only in terms of modernizing the language, adding the Team is not going to try to get rid of Title 10, nor is it going to put an article in that allows for grieving discrimination. Benita added the union can be noisy and do as much advocacy as possible, such as signing petitions as nothing stops the union from doing that.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported he is getting an increasing number of people approaching him who were nominated for salary increases or promotions during the January period who have been denied. Some are now coming to the College Review Panel to appeal that process. He added this seems to be a trend and the campus is losing talented, experienced professional staff at an alarming rate. He stated we are losing institutional knowledge and seeing areas shaken up. Brendan reported what he is hearing is disturbing particularly in Harpur College. Despite an increase in duties in performance programs, a knee jerk reaction to deny salary increases has been reported. Brendan added he will speak with Chris Sielaff as he feels there needs to be some investigation into the reports. Brendan stated Fred Kowal came to campus on March 2 and spoke to rally the troops for the HEALS agenda. Brendan added he has heard Albany is awash in cash and we need to get money into the SUNY system after 15 years of austerity budgets. Brendan reported that postcards addressed to New York State Assembly Speaker Carl E. Heastie and Senate Majority Leader Andrea Stewart-Cousins were available that day and 70 were filled out at the event. Additional postcards were completed at a Workshop on Permanency held on Monday, March 7. This Workshop was presented by Chris Sielaff, Alan Wang, Donald Kunkel, and Brendan to help advise professional staff on how to gain permanency. Brendan stated if anyone has not yet filled out the postcards, to please do so and passed them out to Executive Board members. Brendan announced the Chapter Facebook page has a link to send a letter to your representative. He reported he attended a lobby day a couple of weeks ago where he had the opportunity to meet with local legislators, and there is a lot of support in the Assembly and Senate for SUNY this year. Brendan also met with another Assemblyperson, and they shared with him a letter addressed to the Speaker of the Assembly that more than 60 Assemblymembers have signed to give one hundred million dollars directly to SUNY colleges. The talk is that these are unfunded, which would take away the argument we always hear from the administration that it is due to the 2 percent raises. Brendan asked Executive Board members with any questions to reach out to him.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported there was a very short Statewide meeting that mentioned contingents that are non-renewals regarding unemployment insurance. Renee added she would pass that information along and provide a link if anyone would like it. Brendan stated the Chapter is putting together an event for contingents that was delayed back in 2019 due to the pandemic. He added the Lost Dog

has space available, and he will get prices for a cocktail hour event. This will be held to provide information to contingents and to collect information from contingents.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess reported a meeting is scheduled for March 21 to plan a few things for retirees. A meeting with retirees is tentatively scheduled for June 22 in the Tau Room, although this still needs to be firmed up and speakers invited

5. Committee Reports:

a. Membership

Alan Wang reported the Chapter has been trying to work with Statewide on how to get non-members to join, adding the trick is to find out when people will be in their offices. He stated the Chapter is potentially looking at doing something with CCPA at the Downtown Center later in the month. Brendan reported he and Donald Kunkel continue to go to New Employee Orientations every two weeks and announced that Claire Kovacs shadowed them at the last New Employee Orientation, and the hope is she will become an active participant. Brendan added they are doing well with getting full-time members to join but it is the temporary employees that are a little more difficult to sign up. Brendan explained there was some confusion regarding how long adjuncts and contingents remain as members if they come off the payroll for a semester. Tom Hoey clarified they come off after a year of inaction, but some seem to come off after a semester. Brendan stated he is looking into this. Discussion followed regarding what union benefits are for contingents who teach only one course. Benita explained there is still a continued push from UUP to raise the salary of contingents and discussion in the Negotiations Team about credit hours vs. courses per se. She suggested these people be referred to Statewide about what benefits are possible. Benita explained the problem is there all sorts of arrangements in all sorts of departments across the University, and we need more information about what the contracts for contingents actually look like unit to unit and department by department. She suggested this be something UUP should initiate from our campus, as it seems to be a control thing and not a money thing. Benita stated there is an incentive at least in Harpur that applies to lecturers with multi-year contracts to bring the salary up to \$50,000 with a 3/3 teaching load, but she is unsure if it is coming down from senior management or Harpur. It was stated it would be helpful for chairs to get some training or at least some guidance from UUP regarding how to help lecturers receive multi-year contracts to normalize and regularize these appointments.

b. Outreach

Discussed in 4.b above.

c. Newsletter

Serdar Atav reported that Newsletter Editor, Mac Gunter has not received a single note about articles for the next Newsletter. Alan and Benita stated they are each working on an article.

d. IDA

IDA Committee member, Serdar Atav reported applications are still coming in. He added although it is ongoing, the Committee is not getting as many as it would like. It is not possible to extend the deadline, but whatever money is not spent will carry over for next year. It was suggested that people personally spread the word about the IDA.

6. President's Report:

a. Visit and presentation from Ada A. Robinson-Perez

Affirmative Action Officer, Dr. Ada A. Robinson-Perez gave a presentation on how to report bias incidents through the Bias Incident Response Team (BIRT), which is composed of representatives from several campus departments. She explained the purpose of BIRT is to supplement and work with campus units to connect those who have experienced bias or those who have witnessed such acts to available resources and support. Discussion followed regarding the difference between bias and discrimination as well as advice UUP would give to someone who has experienced this.

- b. Negotiations update
Benita Roth reported the Negotiations Team is meeting virtually in the morning on March 18th as well as at the Spring Delegate Assembly and every two weeks or so. This was also discussed in 4.a above.
- c. Spring DA registration procedure and timeline (see attached timeline)
Alan reported the 2022 Spring Delegate Assembly registration is now open, adding if anyone needs assistance to contact either him or Linda.
- d. Contingents Event discussion (pick date and venue)
Discussed in 4.c above.

7. Chapter Business:

- a. Potential locations for membership blitz, working in conjunction with statewide
Alan reported more information will follow regarding a membership blitz.
- b. Book club update(s) and questions (Claire)
Alan reported the Book Club will be meeting March 30, April 20, and May 18 from noon to 1:00 p.m. in UUW-324.

Alan asked if there were any agenda items for the March 28, 2022, Labor Management Meeting. It was suggested that the mask mandate be discussed, as some language in course syllabi may contradict what the administration wants to do at the end of March. There are a number of SUNY's who have already dropped the mask mandate.

Discussion followed regarding if non-UUP members should be allowed to attend "Beat the Winter Blues" scheduled for Wednesday, March 30 from 4:30-6:00 p.m. in the University Union Mandela Room. It was suggested that volunteers ask at the door if an attendee is a UUP member or not. If they are not members, they should be asked to fill out a membership card. Another suggestion was that it be stated in the announcement of the event that people should bring their membership cards.

- 8. Adjourn – Next meeting Wednesday 4/13/2022 at 11:30 in UUW 324
Benita Roth **MOVED TO ADJOURN. SECONDED** by David Stone. Meeting adjourned at 12:56 p.m.

The Next Executive Board meeting will be held on Wednesday, April 13, 2022, from 11:30 a.m. to 1:00 p.m. in UUW-324.