



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, April 13, 2022, 11:30 a.m. – 1:00 p.m.
UUW-324 or via Zoom Web Conferencing System

Present: M. Allington, R. Andrews, T. Chronopoulos, B. Cornick, P. Doyle, J. Goldman, C. Kovacs, D. Kunkel, S. Massey, R. Mess, B. Roth, D. Stone, A. Wang

Present Attending Virtually: L. Gallagher, C. Gelderloos, S. Michael, A. Morris

Guests: C. Sielaff, Labor Relations Specialist, P. Valenta

Guests Attending Virtually: None

The meeting was called to order at 11:37 a.m. Chapter President Alan Wang welcomed all to the April 13, 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 March 9, 2022, Executive Board Meeting – attached
Benita Roth **MOVED TO APPROVE** the March 9, 2022, 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. \$29.00 was collected at the April 13, 2022, meeting.
3. Treasurer's Report (Joe): Approve March 2022 financial report
Treasurer, Joseph Goldman reported the monthly financial report for March looked good, adding he has completed the quarterly report. He asked if anyone had questions. Joseph stated the audit report for January 2022-March 2022 is complete and everything looks good. David Stone **MOVED TO APPROVE** the March 2022 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 the Chapter will continue to pursue the eligibility for graduate students not on stipend, but UUP members who are ABD and teaching to be eligible to apply for the Space Available Program. These students are required to register and pay for a one-credit placeholder course, \$500 per graduate student or \$1000 if they are graduate international students. Benita explained that other University Centers allow these students to participate in the Space Available Program and Joseph Schultz, the President's designee at Labor Management Meetings has been asked to research this. Benita added that Joseph was given information from websites obtained

from other University Centers on how to apply for the program and this request will be brought up at the April 25, 2022, Labor Management Meeting at which President Stenger will attend. Benita reported a number of temporary employees in different departments in Harpur are being offered multi-year appointments for full-time, which she has learned cannot convert to term. She added they seem to be doing this best guess for the H1B visas, although we are not sure they are compelled to do so. Benita explained Elizabeth Hough, the UUP lawyer said they don't have to make these temporary because they are on a visa. Although Benita is unsure how widespread this is in the SUNY system, nothing requires the administration to do this although it seems to be a practice. Benita's understanding is we cannot stop them from doing it, but we could make it a question of morale persuasion and fairness for a person who has been around for six years. Benita reported the Negotiations Team has been working on conceptual proposals and have a meeting on Zoom tomorrow. She added ultimately, we have a very detailed set of not just demands, but a set of articles we want to open or add to the contract negotiations. There has been a tremendous amount of information received from chapter reports, LRS reports, committee reports, surveys, and a constant flow of information to Bret Benjamin, the Chief Negotiator. Benita explained they are going to try to conceptualize the proposals down so there is a working list, and at the end of the month there is a meeting scheduled with the ad hoc Committee for Negotiations, which consists of chapter representatives, one professional and one academic. Benita added our Binghamton Chapter representatives on the ad hoc Committee are unable to make this meeting, so there is room for two other people from Binghamton. She added Alan will check with Statewide to see if substitutions can be made. Benita asked if anyone had questions. Regarding a question on cost of living, Benita explained her understanding at this point in time is there is going to be a conceptual proposal around cost of living and several other compensation questions that are important, including for members who live down State to include parts of the Hudson River Valley. She added as of now there is going to be discussion of cost of living, although it is her understanding the State does not like these kinds of proposals.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern did not attend so no report was given.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported an event for contingents is planned at the Lost Dog Café for Wednesday, April 27 from 4:30-6 p.m. She added this event was planned to bring contingents together to answer some of their questions in an unintimidating environment, to foster ideas, and to meet other contingents. Renee stated she has given some contingents her cell phone number so they could call her to speak one on one and has offered to meet them for coffee in a comfortable place. Email invitations were sent to contingents who are UUP members only, due to capacity concerns. Chapter President Alan Wang added if a contingent UUP member did not receive an invitation to let him know so an invitation could be sent and stated Danielle Judge from Statewide will be attending, as Tom Hoey is unavailable. Claire Kovacs added coming out of ad hoc Negotiations Committee conversations, there are two priorities, one is contingent concerns, and the other is telecommuting. She added she feels this event will be a great opportunity to share these plans and to get input from them.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess reported we will be having an event in May for campus retirees, adding he will give more details about this in the future.

5. Committee Reports:

a. Membership

Membership Development Officer, Donald Kunkel reported he attended the 2022 Spring Delegate Assembly and attended a Membership Committee Workshop. He stated attendees of the Workshop broke out into groups in an effort to brainstorm what could be done at chapters to help develop membership. Donald added he will be working with Alan to revitalize the department representative system and bring them up to speed on what UUP is doing. Donald learned that UUP has a political action PAC and will be using Vote Cope dollars in an effort to get our message out to legislators and people running for office. Donald encouraged people to make a donation to Vote Cope if they are not already doing so. It was reported that tuition reimbursement for each semester has increased from \$500 to \$750 for members.

b. Outreach

c. Newsletter

Alan Wang reported the Chapter has three newsletter articles, and one may be received from Recreation regarding employee benefits available from the program.

d. IDA

Alan Wang reported a message was received from GOER that the first portion of this year's allocation has been received and funds are still open for this round.

6. President's Report:

a. Approve release time report for '21-'22 (attached)

b. Approve release time application for '22-'23 (attached)

Chapter President Alan Wang was asked to leave the room and Benita Roth led the discussion on approval of his release time. Benita reported there is a limited amount of money UUP makes available to Chapter Officers to buy them some release time, adding generally speaking this only pertains to Chapter Presidents at Binghamton University. Benita stated as a former Chapter President, she feels it is sorely needed and asked for discussion of Alan's Release Time Application. Discussion followed regarding Examples 1-4 of the *Project Outline for Release Time Application 2022-2023*. It was explained these examples were part of the original template received from Statewide and were not actual examples provided by Alan. It was suggested these examples be removed before submission to Statewide. Robert Mess **MOVED TO APPROVE** Release Time for Chapter President Alan Wang. **SECONDED** by Bonnie Cornick. **MOTION PASSED WITHOUT DISSENT.**

c. Spring DA report

Chapter President, Alan Wang reported he learned on Saturday the budget passed, adding the Tap Gap has been closed and extended, it looks as if there will be a tuition freeze this year, and there will be a strengthening of EOP. He added establishing SUNY Statewide childcare with about \$5 million in childcare across SUNY campuses was another point he was able to get from a meeting with UUP President Fred Kowal.

7. Chapter Business:

a. Items for 4/25 Labor/Management (President Stenger will be attending)

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

Claire Kovacs reported the Book Club has been going really well, adding she has four copies of each book available for those who would like to pick them up. She stated they

have been working with Labor Relations Specialist, Chris Sielaff, who has been doing a great job, thinking about the Agreement as a working document with hands on going through it and marking it up. Claire explained the following common themes have come up: How can folks be more involved? What priorities have come out through various surveys? More transparency overall. Claire reported she has a sense from folks that it is difficult to figure out if you are a general member how to get involved and suggested there be more avenues to learn about the union, make it a little less intimidating to get involved, and create more groups. She is open to feedback or ideas around any of these points. Benita stated she understands all the points. There is an intimidation factor, and we can do a better job, acknowledging it was done on Zoom successfully. She added we have an opportunity to speak with contingents April 27 and feels the need to talk more extensively with Library employees. She added everyone wants contract negotiations to be more transparent this year than has been done in the past. Donald Kunkel encouraged members to sign into the website to obtain information and suggested doing a Zoom session with department representatives to disseminate information to them directly.

- c. Discuss results from 4/11 telecommuting concerns meeting

- d. Contingents event 4/27

Discussed in item 4c above.

- e. Adjunct contracts

Tina Chronopoulos raised her concerns regarding people on term and temporary contracts and what people are expected to do, as she continues to see and hear from people that every department appoints people differently. She asked if there is a way to get more of a handle on contracts. Labor Relations Specialist, Chris Sielaff reported UUP can request any public information that is available, including salaries, as this information can be obtained by FOIL. He stated the question is what do you do with the information and what is the end goal? Benita stated she does not know how much leverage we have over individual departments regarding offers to contingents and acknowledged there are huge disparities on campus. She added sharing information and shining a light on it is crucial. If we don't have leverage, we can create a consciousness around campus. Discussion followed with suggestions such as reviewing salaries, conducting a survey, and offering a workshop on how to look more closely at appointment letters. As the appointment letter is analogous to a contract, if it doesn't express something, one is not entitled to it. For instance, if the offer letter states teaching a specific course, the person should not be assigned to a different course. If it states two courses with no specifics, two courses can be assigned. Stating specifics in an offer letter could help employees in vulnerable positions. Donald Kunkel suggested putting together information to give out as a resource prior to employees signing an offer letter and ways to get this information out, as educating people before they sign their offer letter is important.

- f. Listserv audit

Semi-year. Non-edu emails.

Claire Kovacs suggested the Chapter think of mechanisms for communications. Discussion followed regarding how to get information to members and ways to ensure all members are included, both with edu and non-edu email addresses. Claire Kovacs **MOVED TO APPROVE** the formation of a Chapter ad hoc Committee on Communications. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.** Claire Kovacs, Carl Gelderloos, Patrick Doyle, and Donald Kunkel volunteered to serve. Donald Kunkel nominated Brendan McGovern to serve.

Alan Wang reported there will be a Statewide Negotiations meeting at the end of the month, adding both he and Benita will be attending. As neither the chapter academic nor professional representatives on the ad hoc Negotiations Committee will be able to attend, Alan has asked for an academic and professional volunteer to serve as proxies if substitution is allowed by Statewide.

8. Adjourn – Next meeting Wednesday 5/4/2022 at 11:30 in UUW 324 (Thank You Luncheon) 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, May 4, 2022, from 11:30 a.m. to 1:00 p.m. in UUW-324 (Thank You Luncheon).