



## MINUTES

### *UUP Binghamton Executive Board Meeting*

Wednesday, September 14, 2022, 11:30 a.m. – 1:00 p.m.

UUW-324

Present: R. Andrews, S. Atav, T. Chronopoulos, B. Cornick, P. Doyle, L. Gallagher, C. Gelderloos, J. Goldman, C. Kovacs, D. Kunkel, S. L’Hommedieu, S. Massey, B. McGovern, A. Morris, B. Roth, A. Wang, D. Yull

Guests: C. Sielaff, Labor Relations Specialist, M. Gunter, A. Mathis, M. McCarthy, P. Valenta

1. Approve Minutes from May 4, 2022, Executive Board Meeting – Sean Massey **MOVED TO APPROVE** the May 4, 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 nine years (unless meetings were held virtually). It is voluntary and up to members if they want to contribute or not. \$34 was collected at the September 14, 2022, meeting.
3. Treasurer’s Report (Joe):
  - a. Annual financial report (attached)  
Treasurer Joseph Goldman reviewed the Annual Financial Report, stating the Chapter did well and was over \$10,000 more than was anticipated. He added some items were over budget, but we will look at these and make the adjustments for next year. Donald Kunkel **MOVED TO APPROVE** the Annual Financial Report. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**
  - b. Approval of May thru August monthly reports (attached)  
Benita Roth **MOVED TO APPROVE** the May Thru August Monthly Reports. **SECONDED** by an Executive Board Member. **MOTION PASSED WITHOUT DISSENT.**  
Treasurer Joseph Goldman read the following resolution that is voted on annually by the Executive Board and asked if there were any questions.  
“The Binghamton Chapter Executive Board approves routine expenditures during fiscal year September 2022 - August 2023, including but not limited to:
    - 1) Phone service,
    - 2) Office supplies,
    - 3) Mailing and shipping,
    - 4) Equipment service,
    - 5) Printing services,
    - 6) Meeting refreshments,
    - 7) Newsletter expenses,
    - 8) Workshop expenses, and
    - 9) Bank fees.Further, the Chapter president is authorized to approve invoices for payment. If that officer is not available, then either vice president can approve invoices until the president

is again available.” Sean Massey **MOVED TO APPROVE** the annual resolution. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

4. Chapter Officers’ Report:

a. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported it has been kind of quiet aside from offer letters and some vagueness of them. Benita stated she has worked with a couple of adjuncts on their relationships with their chairs and has learned there is some sort of orientation for new chairs, adding she continues to think we need a little bit of a hand in that problematic approach. Benita continues to try to access individual contingents. Although she has not had to counsel too many people, she stated she expects it will change or maybe not.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported it has been a busy summer with members having the same supervisor issues over and over, and he is thankful for the help of Chris Sielaff, our Labor Relations Specialist. Brendan stated the primary issue seems to be time and when to charge it, as many supervisors do not understand that professional employees do not punch clocks and the minimum charge is one-quarter of a day. He added thanks to Don Kunkel for posting the memo to supervisors from UUP about professional time obligations. The memo is available on the Binghamton Chapter website under the “Resource Tab” along with the *Guide for Professional Employees* and suggested we ask Sara and Joe to distribute it to supervisors or distribute it ourselves. Brendan reported due to a lack of nominees an election for the 2022-2024 College Committee on Professional Evaluation was not held, and he would like to appoint Russell Althouse, Andrew Morris, and Troy Norton to serve on this committee. Claire Kovacs **MOVED TO APPROVE** the appointment of Russell Althouse, Andrew Morris, and Troy Norton to the 2022-2024 College Committee on Professional Evaluation. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.** Brendan added that due to a lack of nominees for the College Review Panel to fill the vacancies of three people whose terms expired, an election was not held. He stated he would like to appoint Emily Breitbart, Andrew Morris, and Jessica Obie to serve for 2022-2024. Benita Roth **MOVED TO APPROVE** the appointment of Emily Breitbart, Andrew Morris, and Jessica Obie to serve on the College Review Panel for 2022-2024. **SECONDED** by Claire Kovacs. **MOTION PASSED WITHOUT DISSENT.** A luncheon meeting in the Chenango Room for members of the two committees will be scheduled soon. Brendan reported the Professional Staff Senate has finished conducting a survey of mood on campus and results were very interesting on how professionals feel treated throughout the pandemic. He added 278 people completed the survey, which is almost a third of the professional staff. That report should be coming out sometime in October.

c. Officer for Contingents (Renee)

Officer for Contingents Renee Andrews reported at 3 p.m. on Thursday there will be a Statewide meeting to talk about the agenda and things that have happened. Cortland, Oneonta, Farmingdale, and Fredonia are working on a handbook for contingents. Renee will report back when it is complete. She added there is a retreat scheduled for Saturday, September 17 from 1-4 p.m. via Zoom and assumes anyone could probably join in. Renee stated we held a contingent event in the spring and need to follow up with contingents again to make sure they know we have not forgotten about them. She added there have been job openings in Physical Facilities and she is happy to report they are full-time positions, as it was so bad for so long. She asked Board members to let her know if they hear of any appointments at 90% or so. Claire reported through one of the

meetings held for the ad hoc committee on negotiations, some of the gains made for contingents was shared, stating if Renee emails her, she would be happy to give her a sneak peek. Tina added on the academic side she has noticed that over the past two years, she has seen a lot of lecturer positions and few tenure-track positions being advertised. She sees this as a huge problem and wanted to give a heads up. It was suggested this be brought up at a Labor Management Meeting. Discussion followed regarding possible reasons and circumstances that may be behind this. Serdar added he does not think it is a secret that \$200 million has been donated to hire at least fifteen faculty, and the money is completely private.

- d. Officer for Retirees (Bob)  
Officer for Retirees, Robert Mess did not attend so no report was given.

5. Committee Reports:

a. Membership

Membership Development Officer, Donald Kunkel reported the University continued to hold new employee orientations during the summer, adding he, Claire Kovacs and Brendan McGovern attended these. He stated they put together a PowerPoint presentation that introduces UUP, highlights our benefits, and discusses what should happen within the first 45 days of employment. They formally invite the attendees to join UUP and collect membership forms. The presentation is interactive and lasts approximately 30 minutes. Don stated the Communications Committee met weekly during the summer. The Committee discussed updating the welcome letter sent to new members. They would like to make some updates and changes and include a copy of the PowerPoint presentation for their reference. The Committee would like to hold a raffle to win a \$10 Starbucks gift card, with two winners randomly selected and notified via email in the coming days. This would cost approximately \$420 a year, and the gift cards would be purchased from the unionized Starbucks located at 2540 Vestal Parkway East. It was **MOVED** to spend \$425 for these gift cards for the New Employee Orientations. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.** Don announced towards the end of last semester the Professional Staff Senate offered a 360-pilot review process where you can sign up and have your colleagues evaluate you on how well you are doing in your career. He added that you need to provide contact information on who you work with, and they will be asked to fill out a questionnaire about you. Don stated he signed up for the session and found the results to be very enlightening. He encouraged others to sign up, as funding has been approved for it to be continued.

b. Outreach

Brendan reported Lea Webb, a Binghamton University professional employee is running for New York State Senate and has been endorsed by NYSUT. He added we hosted a Zoom meeting with Statewide, where Lea spoke, and it went very well. Brendan stated Statewide is calling for a day or weekend of canvassing by Binghamton University and other surrounding campuses for her, but dates have not yet been announced. Sean stated he worked closely with Lea at City Council on a number of issues, and he respects her. Sean added in terms of labor issues she is very passionate and will go the extra mile. Brendan stated there will be a campaign led by Statewide to support candidates that are pro-labor in races around the country, adding Dan Brown will be sending us information.

c. Newsletter

Mac Gunter reported the last newsletter had some problems from his perspective with respect to getting it out on a timely basis, adding he needs to understand the process and who is supposed to do what. Mac stated he has been in communications with Brendan

and Alan, and they have agreed with Mac that a process should be established. He will be meeting on Thursday with the Communications Committee. Mac asked if the Board would like to continue with an electronic version of the newsletter or go back to print, as was done prior to COVID-19 and suggested a call for articles go out as soon as possible. Discussion followed and the consensus was to continue with the electronic version and print copies when needed or use a QR Code. Serdar stated as one of the longest serving members on the current Executive Board, there was always one person in charge of the newsletter and from his standpoint the last hiccup was because no one was in charge. He strongly urged that formal authority be given to one person. Benita Roth thanked Mac for all of his work and presented him with a card and gift card from the Executive Board. Mac thanked the Board and said he enjoys working on the chapter newsletter.

d. IDA

Discussed in 7.b below.

e. Communications:

Claire Kovacs reported as she understood it the Communications Committee was an ad hoc Committee at the end of the semester, and the Committee has been meeting over the summer. Claire stated more social media accounts have been added with discussion on what are the mechanisms of communications that can be made more generally to our membership. Claire added the Committee talked with multiple folks on the way we receive emails (listservs or databases), a bulletin board campaign, and the reinstatement of the department representative campaign with an expectation that part of a role of a delegate is to be a representative. The Committee discussed membership development and the week of action and membership drive, scheduled for the week of October 3. Claire asked how to move the ad hoc Communications Committee to an official Committee as it is listed in the chapter by-laws. She added the Communications Committee will continue to meet on Thursdays and will send Mac Gunter the link to join. NOTE: As a result of an email motion and vote after the meeting, Chapter President Alan Wang announced Claire Kovacs will serve as Chapter Communications Committee Chair.

6. President's Report:

a. Call for new grievance chair

Chapter President Alan Wang reported he received a recommendation from another chapter that we appoint one academic and one professional to the grievance committee, as well as a grievance chair to the committee. Claire added this is happening at Stony Brook and is very fruitful. She stated it takes some of the pressure off the Vice Presidents in terms of helping people. Alan added the chapter does have a grievance committee and a grievance chair. Chris Sielaff stated he thinks what was formed last semester was sort of ad hoc and it did a really good job with time and notice, but if the chapter wants to have a standing chair and committee that could be very helpful. He added it changes the nature of the way things have been done in the recent past, adding he would be happy to do whatever he can to help.

NOTE: As a result of an email motion and vote after the meeting, Chapter President Alan Wang announced Tina Chronopoulos will serve as an academic member on the Grievance Committee.

b. Department Representatives ask (Claire)

c. Week of action – action items, volunteers, and plans (Jordan)

Jordan Helin announced a Week of Action during the week of October 3, stating Binghamton University has a team devoted to planning this, adding Margaret

McLaughlin a UUP organizer may step in to assist but was not able to be at the meeting today. He stated Monday will be a prep day for Thursday and Friday, and nothing will be done on Tuesday and Wednesday due to the holiday. He added Thursday will be the rallying day and making sure the volunteers have the training they need for tabling, door knocking, and talking to members of UUP and non-members if we meet them, focusing on how members can become active and engaged in UUP. Jordan stated this all requires people to volunteer and devote time to the mission. Jordan showed Executive Board members numerous postcards, explained the UUP Contract Postcard Campaign Details, and asked these cards be made available for members to sign or rewrite a message at every in-person event the Chapter has. He added the general idea is to have members or non-members sign the cards that speak to them. The cards should then be returned to Linda and Alan to put in an oversized sack to be poured on the table during Labor Management Meetings as a way of putting them on notice of these issues. Labor Relations Specialist, Chris Sielaff explained this is a protected union activity, adding it is not political advocacy, it is part of the negotiations.

- d. Negotiations report (Benita)  
Benita Roth reported there are a number of updates in negotiation team meetings with the State so far, most extensively on health benefits we would get or not get and there is another negotiation session with the State at the end of next week. Benita added she feels we have excellent leadership in Bret and Elizabeth and believes it is true how insulting the State can be over Zoom. She stated the desire is to vote on something by the end of next spring, adding the State has finished with CSEA and is starting with PEF. Benita stated if people would like to email her or call her, she would be happy to answer questions. Alan added Brett will be available via Zoom during Fall Frolic on October 26. Discussion followed regarding the confidentiality of contract negotiations and information available to members only on the Statewide website.
- e. Delegate Assembly  
Chapter President Alan Wang announced the deadline to register for the Fall Delegate Assembly is 5 p.m. today.
- f. Approval of funds for ad in Phoenix awards program for fall awards dinner  
Chapter President Alan Wang announced discussion of approval for an ad in the Phoenix Awards Program, which is sponsored by Citizen Action. Benita Roth **MOVED TO APPROVE** the purchase a ¼ page ad in the amount of \$75. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.** The awards dinner will be held on Wednesday, September 28 at Atrio Banquet in Endwell.
- g. Approval of funds to purchase ten parking tickets for visitors (\$40)  
Benita Roth **MOVED TO APPROVE** the purchase of ten parking tickets for visitors in the amount of \$40 total. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**
- h. Approval of funds to purchase five (\$20-\$25) gift cards for door prizes for UUP employees at the University Wide Benefits Fair and other expenses to cover one-third of the cost of the Fair (vendor parking, food, copying) approximately \$650  
Benita Roth **MOVED TO APPROVE** the support of \$650 for expenses to cover one-third cost of the University Wide Benefits Fair. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**

7. Chapter Business:

- a. Chapter newsletter discussion (Benita)

Discussed in 5.c above.

- b. Additional IDA funding round – timeline and communications (Benita)  
Serdar Atav reported all activities need to be completed by March 31, adding he feels there needs to be a point person to instruct the members of the IDA Committee what to do as things did not get done and the administration did not do anything. He stated Aaron is the contact person who does the legwork, but as good as he is he is not in the position to tell people what to do. Serdar suggests we appoint a Chair of the IDA Committee who will tell the Committee members what to do, adding there is a ton of money and with a shortened window it behooves us to get people to apply for it as soon as possible. He stated Aaron is waiting for us to do something and the IDA needs to be publicized and advertised. Alan added he will get something out again on the listserv. Donald Kunkel stated on the Provost's website, it looks like it is last year's information and offered to take the issue on and ask the questions.  
NOTE: As a result of an email motion and vote after the meeting, Chapter President Alan Wang announced Donald Kunkel will serve as the IDA Chair/Czar.
- c. New members on the College Review Panel and the College Committee on Professional Evaluation (Brendan)  
Discussed in 4.b above.

Treasurer Joseph Goldman announced he is retiring from SUNY (BU) and taking a position at the Cornell Lab of Ornithology as their senior Systems Administrator. He stated his retirement is effective October 18, and he starts at Cornell University on October 10. Joe added he can remain as the Chapter Treasurer until the transition to a new person.

8. Adjourn – Next meeting Wednesday 10/12/22 at 11:30 in U UW 324  
Stuart L'Hommedieu **MOVED TO ADJOURN. SECONDED** by Claire Kovacs. Meeting adjourned at 1:02 p.m.