



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, October 12, 2022, 11:30 a.m. – 1:00 p.m.

UW-324

Present: R. Andrews, B. Cornick, P. Doyle, L. Gallagher, C. Gelderloos, J. Goldman, C. Kovacs (Virtually), S. L’Hommedieu, S. Massey, B. McGovern, R. Mess, B. Roth, A. Wang, S. Young

Guests: None

Meeting began at 11:37 a.m.

1. Approve Minutes from September 14, 2022, Executive Board Meeting – attached
Brendan McGovern asked that the wording be changed in his officer’s report to read he thanked 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.” With this change, Sean Massey **MOVED TO APPROVE** the September 14, 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. \$20 was collected at the October 12, 2022, meeting.
3. Treasurer’s Report (Joe):
 - a. Approval of September monthly report
Treasurer, Joseph Goldman reported he has written more checks last month than he has in any other month. Benita Roth **MOVED TO APPROVE** the September monthly 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 it has been relatively quiet from the standpoint of people coming to her with questions; however, there is an issue that has percolated over that she has discussed with Chris Sielaff our Labor Relations Specialist. Benita explained the Dean of CCPA has sent a memo requesting people work with doors open unless they are in a meeting. Benita added the Dean has also admonished some of those who speak too loudly not to do so. Benita explained that although this is a request and not a mandate, it may feel like a mandate to those without permanency. Discussion followed regarding is the request based on Diversity, Equity and Inclusion or work productivity? Part of the professional obligation for faculty is research as well as customer service, and office hours are generally posted. People with a hearing disability might speak louder or need others to speak louder to them. Benita may ask to meet with the Dean and asked if anyone has questions or suggestions, to please let her know. This issue will be discussed at the next Labor Management Meeting.

Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported the CCPA issue is causing quite a quandary, adding he has also been reached out to by professionals who are concerned about those issues discussed in Benita's report. Brendan stated another issue that has been reported to him is an area of the campus is trying to mandate volunteer work into performance programs. Brendan and Chris Sielaff are currently working with Joseph Schultz on the issue.

b. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported a monthly meeting for contingents was held last evening, which was quite lengthy with nothing to report. She stated she will not be attending the Fall Delegate Assembly, but a Contingent Workshop is scheduled for Friday at 4:15, adding they talked for literally 45 minutes about what time to meet on Friday. Renee added there is a graphic presentation scheduled for Saturday from 1:30-5:00 p.m. showing different visuals for posters and screen printing. Renee reported she did email Anne to follow up with her, and one point Anne did make after talking with a couple of schools is that lecturers were very aggravated about contingent appointments more so than adjuncts. Renee has the campus equity week toolkit with some information to follow up on for that. Renee stated she wants to go over with Alan CEC chapter gains, as she thinks they will be talking about it at the Delegate Assembly. Brendan added that an email follow up should go out to the contingents' listservs to let them know they are still on our mind.

c. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess reported a lunch for retirees is scheduled for November 22 in the TAU room, adding if there are any retirees in the Zoom room, hopefully they will attend and connect with other retirees. Benita stated as a bargaining unit, retirees can't participate because they have separated from the unit, but there is always a retiree representative on the Statewide Executive Board. She added a resolution was brought up at the last Delegate Assembly to give the retiree representative the ability to vote on some items, except those regarding budget or monetary and it almost passed. It has been revamped and may come up again at the Fall Delegate Assembly.

5. Committee Reports:

a. Membership (Don/Brendan/Claire/Alan)

Brendan McGovern reported the Membership Committee continues to attend New Employee Orientations every two weeks and has refined their presentation which will include drawings for gift cards from the unionized Starbucks on the Vestal Parkway. Alan is currently working with Donald Kunkel on the implementation of the new Welcome Letter.

b. Outreach (Brendan)

Brendan McGovern reported Statewide has asked every campus to help pro-labor candidates become elected, and he is waiting for Dan Brown to connect with us. He added a big part of our work is to advocate for funding of SUNY and to that end we have been increasing and forging relationships with elected officers and were able to increase what was already a good budget provided by the Governor. Brendan stated UUP, NYSUT and the AFL/CIO is supporting Lea Webb a UUP member at Binghamton University, who is running for election to the New York State Senate in the 52nd District. Brendan added an event for Lea is scheduled for October 22 at noon at the Cortland County Democratic Headquarters with a canvass, instructional script of what to say and how to work the MiniVAN. He encouraged everyone who can to come to the event.

Pizza and food will be provided. Brendan added when Lea gets into the Senate, we will ask her to support our legislative agenda.

- c. Communications/newsletter (Claire)
Communications Committee Chair, Claire Kovacs reported all bulletin boards received are up, and she will begin populating them with material and moving into the next round of requests for bulletin boards. She asked Board members if there are areas where a bulletin board should be placed, to email her so she can get it added to the list. Claire reported that although there were not tons of people during tabling on the spine and engineering campus last Thursday and Friday for membership development week, conversations they did have were productive. She added one thing that came up when talking with members is that Executive Board meetings feel intimidating for folks who are not part of the club, and they feel unwelcome. She suggested the name Executive Board meetings be changed to something else more open sounding and asked for comments. Brendan stated that Jordan shared with us that other universities use different names for Executive Board meetings. Discussion followed with comments such as eat lunch with us, removing Executive Board and say simply UUP monthly meeting, having some type of theme to indicate what topics will be discussed. It was suggested that the Dateline announcement be changed to indicate all UUP members are welcome. Claire encouraged Executive Board members to email her with any suggestions they may have in order to come up with a formal resolution for the next Executive Board meeting. Claire stated all delegates are union representatives, as this is part of your responsibility as a delegate, and during the tabling event she was able to recruit one additional union representative. Claire added she sent all union representatives an invitation to Fall Frolic. Claire reported Mac Gunter will continue to serve as copy editor for the chapter newsletter and the Communications Committee is going to try and seek out particular articles that are needed or should be shared. Deadline for approval of newsletter articles to Brendan McGovern is October 17 and the deadline for the drafts of articles is November 3.
 - d. IDA
Carl Gelderloos reported during tabling there was a question about the perceived deadline and procedure irregularities of IDA's in recent years, and he forwarded the question to Alan. Alan responded the IDA usually hinges on the contract and as the contract has expired, we don't really have a set of guidelines.
 - e. Women's Rights and Concerns (Claire)
Claire Kovacs reported she is officially the Co-Chair of the Statewide Committee on Women's Rights and Concerns, who will be putting forth a resolution around abortion access and how it is a labor issue. The workshop is scheduled for 10:15-11:15 on Friday. Benita added that Dara Silberstein has been asked to lend her legal and public health perspective at the workshop.
6. President's Report:
- a. Week of action after action and reports from field
Alan Wang reported roughly 150 cards have been filled out, which is not terrible but could be better.
 - b. Department Representatives
Discussed in 4.c above.
 - c. What's the DA?

Carl Gelderloos reported the description Alan provided to him of the Delegate Assembly was good, although being a newish member he would still like to know more about it. Discussion followed on the Delegate Assembly. One has to be elected as a delegate to attend but Statewide committee members and observers can also attend as long as the portion of delegates is not exceeded. Statewide resolutions and official business get done at the DA. There are professional and academic meetings, and you can network with people at other campuses at the event. There is usually a social aspect the first evening for new delegates to get you interacted with. Delegate expenses are paid for, and expenses for observers can be paid for by chapter funds. Delegates will learn a lot at the DAs.

7. Chapter Business:

a. Grievance committee professional member

Brendan McGovern reported Serdar Atav serves as our Grievance Officer and Tina Chronopoulos serves on this Grievance Committee as the academic representative. He nominated Claire Kovacs to serve as the professional representative on the Grievance Committee. Claire Kovacs accepted and will serve as the professional representative on the Grievance Committee.

b. CCPA directive for an “open door” policy and verbiage
Discussed in 4.a and 4.b above.

c. Call for an Interim Treasurer

Treasurer, Joseph Goldman reported he will officially retire next Tuesday and Statewide has agreed he can continue as Chapter Treasurer until the end of his term on May 31, 2023. He suggested an Interim Treasurer be appointed as he may not be able to attend all the Executive Board meetings and would like to work with someone on what the position entails, including monthly reports and quarterly reports. If no one agrees to step up, he will continue to do the job until someone is found to replace him.

Negotiations

Benita Roth reported several people from Binghamton University attended a Town Hall with Chief Negotiator Bret Benjamin and Labor Lawyer Elizabeth Hough, and a presentation and slides can be found on the members only site. She stated overall the State has not given us a lot of information about their proposals but most information that has been given regards changes they want to make to the Empire Plan and health benefits. Benita added it is important to understand we do not negotiate premiums, rather it is decided by a committee at the State level, and they are trying to rein in costs from people outside of the network. She reported things they have put on the board have to do with a programmatic of post-tenure review and to make some clinical members of hospitals directly related with health care temporary or on a year-to-year basis. Benita stated UUP presented a fairly robust set of conceptual proposals that are available on the members only site, adding a complicating factor is that CSEA has settled establishing a pattern, and PEF is going to enter negotiations with the State and overlap with UUP negotiations. Benita encouraged members to go to Town Halls because you will learn and hear things, adding 350 people attended the last Town Hall which is only about 1% of members, but it is pretty good. Benita stated members can directly contact Bret, Elizabeth or her and they will answer to the extent they can. Discussion followed regarding concerns regarding a post-tenure review process. Benita reported at the moment there is a proposal from the State to do a post-tenure review, although she does not know how supportive SUNY is about this proposal, but it is pretty clear the State is putting it forward to see whether or not each tenured person is pulling their weight as they teach more students with fewer people. She added UUP is going to fight it as it is a huge setback, stating tenure is hard to get and should stay in place. Benita reported in the conceptual proposals there are IDA, Drescher and other sunseting proposals UUP wants to keep in place

Faculty First Responders

Carl Gelderloos reported given the recent article in PipeDream on Ana Candela's resignation, he feels everyone should be aware of an AAUP-affiliated initiative called "Faculty First Responders." Carl stated he attended an AAUP workshop where there was a lot on academic freedom, and what happened to Ana Canela is happening all the time. Benita added the concern about right-wing controlling coming for us is valid including Binghamton and the entire public university system, not just academics. She stated the inability of our administration to respond or not to respond seems really egregious and a panic throughout SUNY exists here about enrollments, and at the same time that is happening SUNY has instituted another gen ed on Diversity, Equity and Inclusion. That gen ed is going to be required, and guess who is going to teach those classes on DEI? It is going to mean these classes are going to be attacked by the right and will most likely be attacking women and people of color

Announcements:

Alan Wang reminded Board members of the Delegate Assembly, Friday, October 14 and Saturday, October 15 and Fall Frolic on Wednesday, October 26 in the UU Mandela Room. A PA system will be available.

Claire Kovacs announced the Philadelphia Museum of Art has organized and voted two years ago to form a union. Management has not set down with them, and so they are now on strike. Claire suggested the Executive Board submit a resolution of support and vote on this. Brendan McGovern **MOVED** that Claire create and submit a resolution for support and it be voted on at the November Executive Board meeting or by email.

Claire Kovacs requested hybrid meetings of the Executive Board be held as we continue negotiations for a Telecommuting Agreement.

Joseph Goldman reported at the September Executive Board meeting, the Board voted the approval of the purchase of 35 parking passes for vendors for the University Wide Benefits Fair and an additional 10 parking passes for UUP visitors at the rate of \$4 per pass. The rate for passes has increased from \$4 to \$8, so an additional \$140 and \$40 is needed. Brendan McGovern **MOVED TO APPROVE** the additional funds. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**

8. Adjourn – Next meeting Wednesday 11/9 at 11:30 a.m. in UUW 324
Benita Roth **MOVED TO ADJOURN.** **SECONDED** by Patrick Doyle. Meeting ended at 12:44 p.m.