



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, December 7, 2022, 11:30 a.m. – 1:00 p.m.
UUP-324

Present: T. Chronopoulos, B. Cornick, P. Doyle, C. Gelderloos, C. Kovacs, D. Kunkel, S. Massey, B. McGovern, R. Mess, B. Roth, D. Stone, A. Wang

Guests: C. Sielaff, Labor Relations Specialist, K. Bouman, E. Breitbart, L. Coghill, K. Cummings, J. Efthymious, C. Ignarri, M. Jensen, K. Knox, C. Konnick, A. Kozina, B. McCane-Saunders, M. Mead, S. Miranda, B. Murray, S. Simek, P. Valenta, M. Vinluan

Guests Attending Virtually: R. Althouse, D. Auber, J. Bishop, T. Chadha, S. Day, J. Dayton, R. Ferrantelli, T. Hendrickson, J. Kallmerten, S. McCulskey, E. Mosher, K. Murphy, C. Naccarato, J. Obie, E. Peterson, J. Petrylak, C. Place-Sweet, L. Roglieri, N. Serrant, P. Williams, B. Zelesnikar

The meeting began at 11:39 a.m.

UUP Chapter President, Alan Wang welcomed all to the meeting and introduced the members of the UUP Executive Board. He asked all members and guests to sign the attendance sheet.

1. Approve Minutes from November 9, 2022, Executive Board Meeting – attached
Benita Roth **MOVED TO APPROVE** the November 9, 2022, Executive Board Meeting Minutes. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**
2. Passing hat for 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. \$52 was collected at the December 7, 2022, meeting.
3. Approval of November Monthly report (Joe)
Treasurer, Joseph Goldman did not attend so no report was given. Alan Wang stated the report shows expenditures incurred, adding some money piled up in the account during the pandemic and we should think of ways to spend it. Benita Roth **MOVED TO APPROVE** the November monthly report. **SECONDED** by an Executive Board member. **MOTION PASSED WITHOUT DISSENT.**
4. Chapter Officers' Report:
 - a. Vice-President, Academics (Benita)
Vice-President for Academics, Benita Roth reported she wears a couple of different hats. One is that she is a member of the negotiations team and the contract expired on June 30, 2022. She explained that labor law keeps the expired contract in place until a new contract is ratified and is driving to Albany today for a two-day session of negotiations. Benita stated she is happy to answer questions or have a conversation in-person or via zoom. Contract information is available on the members only portal on the Statewide

UUP website. Wearing another hat, Benita introduced a resolution regarding the passing of Rowena Blackman-Stroud after a brief illness. Benita stated Rowena Blackman-Stroud was a stalwart unionist for decades. She served as Secretary/Treasurer at the Statewide level and was Chapter President at Downstate Medical. Rowena was an all-around essential person for a very long time. Benita Roth **MOVED TO PASS** the following resolution. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**

“The Binghamton Chapter of UUP deeply regrets the passing of Rowena Blackman-Stroud. We appreciate her tireless efforts on behalf of UUP and NYSUT. Our condolences go out to her family, friends, and colleagues.”

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported during the past month issues have come his way regarding supervisors, people working 90% part time, and others working 12- or 13-hour days. He added this year and in the past, issues would arise with faculty supervising professionals, but most of the recent ones he has received have been with professionals supervising professionals. Brendan thanked Mac Gunter for copy editing the Newsletter, stating it will be laid out by David shortly. He encouraged guests to please consider running as delegates and become a member of our Executive Board. Information on chapter elections will be coming out shortly, and we can have up to 14 professional delegates and 14 academic delegates. Brendan stated Outreach has just finished a new legislative agenda that we will be working on now and will be ready to roll in January when the Governor releases the proposed State budget. We will improve upon that as it relates to SUNY. He added we will be seeing even more friendly faces in the legislature as we will have Lea Webb in the Senate on January 1. Brendan stated Lea has planned an inauguration and will take the oath in January. This will be at Binghamton High School, where she graduated. There will be a ball that night and Brendan will share this information on social media. Regarding supervisory issues, Benita stated at the November Labor Management Meeting, Provost Hall mentioned it would be useful to have some sort of input from UUP during the new chairs' trainings. Benita added she will be meeting with Provost Hall on Monday afternoon.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews did not attend so not report was given.

d. Officer for Retirees (Bob)

Officer for Retirees, Bob Mess reported on November 22 a luncheon for retirees was held and was well attended. Information from Statewide leaders was received as well as a very nice presentation by Suzy Lee, of the Masters in Human Rights Program.

5. Committee Reports:

a. Communications/Newsletter

Claire Kovacs of the Communications Committee reported the Newsletter is in process and thanked all who have contributed. She stated a meeting of those who are currently union reps will be scheduled at the beginning of next semester, adding those who would like to become involved it would be a great opportunity as a union rep to be the face of your building. If anyone is interested, Claire encourages you to email her or talk with her. She stated the chapter received five bulletin boards through Labor Management in addition to those already established and the chapter will be asking for more. If there are spaces in your area where a bulletin board should be installed, Claire asks you to contact her. In addition to the bulletin boards and chapter website, Claire stated we are on

Facebook, Instagram, and Twitter. Donald Kunkel added the Communications Committee is working with the membership team to develop and revise welcome letters and to continue to do outreach. Claire suggested offering another UUP chapter sponsored book club during the spring 2023 semester, as was done during spring 2022. The book club would meet once a month. Brendan stated he was a member of the spring 2022 book club and found it helpful, informative, and empowering on how we can affect change on a multitude of issues and encouraged Claire to run it again in the spring. Claire asked members to give her feedback and a resolution to offer one again in spring 2023 will be done over email. Brendan encouraged members to like our social media pages, so you are notified when things are posted.

b. Membership

Membership Development Officer, Donald Kunkel reported he continues to attend the biweekly New Employee Orientation (NEO) sessions. Twenty \$10 Starbucks gift cards have been purchased from the unionized Starbucks on the Vestal Parkway. A random drawing will be held after each NEO, where two names will be selected to receive a gift card. Donald explained he has created a Google sheet for tracking the disbursement of the gift cards and is working with the Communications Committee to deliver the cards. Donald announced there will be monthly Pre-Retirement Workshops offered this month on December 13 and 15. Part 1 on Tuesday, December 13 from noon-1 p.m. will cover Healthcare/Medicare. Part 2 on Thursday, December 15 from noon-1 p.m. will cover Union benefits for dental/vision. He explained the Workshop is split over two days so the topics can be covered in an hour, as there is much information to digest. Part 1 deals with Medicare and trading in sick days to pay for health insurance, and Part 2 deals with the available benefits, such as Vision and Dental care that staying a member of the union provides. Donald announced the upcoming Membership Organizing Institute, explaining UUP and NYSUT will be kicking off an on-campus Membership Organizing Institute-the UUP Worksite Organizing Institute (WOI) in February 2023. He stated UUP has worked closely with NYSUT to develop an opportunity for member organizers to receive tools and training to recruit new UUP members on campus. Member organizers participating in this one-semester opportunity will be paid a stipend for this work. Binghamton University will be the site of the first one tentatively scheduled for February 6 and 7. More information can be found on the uupbinghamton.org website.

c. Outreach

Discussed in 4.b.

6. President's Report:

a. Additional information on chapter elections

Alan Wang announced that UUP chapter elections will be coming up soon. Titles and descriptions for each officer can be found in the Chapter By-Laws, and it is a two-year term beginning June 1, 2023, through May 31, 2025. The official timeline will appear in the chapter Newsletter. He explained there are separate forms for academics and professionals. Chapter delegates and officers are members of the Executive Board and can attend Delegates Assemblies. All expenses for Delegate Assemblies are paid for (room, meals, tolls, gasoline). As a delegate, you will be able to bring your concerns to the Delegate Assemblies and will have an opportunity to serve on committees that interest you. It is a good opportunity to see what is happening around the State. Alan showed a sample ballot once the nomination is over.

b. Nomination for interim Secretary/Treasurer until a new one can be elected for next term

Alan Wang reported he spoke with Lisa Gallagher, and she has agreed to serve as Interim Secretary/Treasurer until one can be elected for the next term. Benita Roth **MOVED TO APPROVE** the nomination of Lisa Gallagher as Interim Secretary/Treasurer. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

7. Chapter Business:

- a. Discuss items for upcoming December Labor Management meeting
- b. Reminder that vacation accrual cap is lifted until 12/31/2023
- c. Questions/Comments/Concerns/News from Executive board and membership

Tina asked if there was any insight into a statement President Stenger released on December 1 about the “merger” acquisition integration of BU with BCC? Benita explained at the November 28 Labor Management Meeting, President Stenger spoke about SUNY Broome and BU integrating during a topic on “rumors.” Evidently BCC enrollment is down 37% and BU receives a lot of transfers from there. The President of SUNY Broome, who is retiring soon sent an email to employees there and it has caused some concerns. It is extremely unclear at this point, and it is Benita’s hunch that the administration here and at Broome is unsure about what they want to do. It might be shared services, the application process, etc. SUNY Broome has different bargaining units; they negotiate there, and we negotiate here. Benita has talked with Statewide about this and UUP President Fred Kowal stated this is being pursued in several different states and formats. The chapter will keep abreast of this, and Benita asked members to contact her with any questions or concerns.

Discussion followed regarding supervisors who question the amount of time professionals engage in service with organizations, which is considered professional development. It was stressed that professionals do not punch a timeclock, and have a professional obligation, but some are being asked to work 18-hour shifts without comp time. Labor Relations Specialist, Chris Sielaff reported he has seen an uptick in workload issues. These are hard to address in a global manner, so we take each issue, tear it down, meet with members, and go back to HR which takes time and energy. Chris stated he believes chapter leaders are doing a really good job taking on these issues and working through what member rights are, as each individual case is unique, and each has its solutions. If any member is experiencing issues, they should bring them to one of the chapter leaders. When asked about when professionals need to charge time, Chris explained time is difficult as UUP employees are exempt from the Fair Labor Standards Act. Although it is supposed to be more of a give and take, it seems there is a culture where it is just a take and not so much give. The campus is expanding with increased enrollment and with so many positions open, we have the same amount of work and fewer people to do it. Members are encouraged to work with their supervisor to get flexibility. Sean asked if it would be possible to establish a list of guidelines about what is crossing the line. Chris explained it is difficult to put into writing what crossing the line looks like but can provide education on the language that does exist. Normal obligations are different, and although there may be similarity between jobs, each member has an individual performance program with individual duties. Chris encouraged members to have conversations with their supervisors, and one should never be told to charge a quarter day when they haven’t been absent a quarter day. It shouldn’t be a time-based question but rather a work obligation question. Benita added the State doesn’t like comp time and encouraged members to look at Appendix A-29 in the Agreement as it spells out

you are salaried rather than an hourly employee. Chris added the most important conversation is one you have with your supervisor before the work is done.

Claire distributed a flyer titled “13th FORWARD NO SLAVERY, NO WAGE THEFT, NO EXCEPTIONS! She explained New York State still allows slavery in situations in prison. 13th Forward is a campaign to outlaw slavery in all frameworks. Claire stated she will be bringing forth a resolution at an upcoming meeting.

8. Adjourn – Next meeting Wednesday, February 8th, 2023, 11:30 a.m. – 1:00 p.m., U UW-324
Donald Kunkel **MOVED TO ADJOURN. SECONDED** by Sean Massey. Meeting adjourned at 12:55 p.m.

The Next Executive Board meeting will be held on Wednesday, February 8, 2022, from 11:30 a.m. to 1:00 p.m. in U UW-324.