



MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, February 8, 2023, 11:30 a.m. – 1:00 p.m.
UUP-324

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

Attending Virtually: Joseph Goldman

Guests: Y. Al-Wesabi, W. Bellingham, S. Brown, L. Coghill, B. Coury, K. Cummings, J. Deng, N. Eggleston, P. Evans, D. Floyd, S. Frizzell, P. Hill, C. Ignarri, T. Kolb, A. Kozina, A. Levy, Y. Li, A. Melione, T. Norton, J. Sandy, R. Srevatsan, R. Shupe, C. Slocum, J. Starks, E. Thornley, A. Truin, P. Valenta, M. Vinluan, M. Weiland, K. Woods, E. Wright
(One unreadable name)

Guests Attending Virtually: M. Brown, D. DiStefano, A. Irvine, K. Legette, T. Lenga, M. Lukacs, L. Medionte, J. Murrer, K. Peabody, C. Place-Sweet, L. Roglieri, O. Shvetsova, J. Silverio, M. Stern, M. Sweet, P. Williams, M. Wong, C. Wood
(Randi and one listed as Owner)

The meeting began at 11:43 a.m.

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

1. Approve Minutes from December 7, 2022, Executive Board Meeting - attached Patrick Doyle **MOVED TO APPROVE** the December 7, 2022, Executive Board Meeting Minutes. **SECONDED** by Benita Roth. **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, endorsement of accomplishments of former or current UUP members, 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. \$61 was collected at the February 8, 2023, meeting.
3. Treasurer’s Report (Joe): Approve December 22, January 23 Monthly Reports, and Budget Actuals Report for September 1, 2022 – December 31, 2022
Treasurer, Joseph Goldman asked if there were any questions regarding the December 22 and January 23 monthly reports. He stated the audit report for September to December was sent to Albany and the chapter proposed budget for fiscal year 2023-24 is due in Albany by March 15. Benita Roth **MOVED TO APPROVE** the December 22 monthly report. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.** Benita Roth **MOVED TO APPROVE** the January 23 monthly report. **SECONDED** by

David Stone. **MOTION PASSED WITHOUT DISSENT.** Joseph reviewed the draft of the Budget Actuals Report for September 1, 2022 – December 31, 2022, noting the chapter is spending more on office expenses and there were no expenses for the newsletter because it was not published until the following month. Benita Roth **MOVED TO APPROVE** the Budget Actuals Report for September 1, 2022 – December 31, 2022. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.** Joseph reviewed the chapter Proposed Budget for Fiscal Year 2023-24 stating expenses for the chapter telephone increased, and he lowered the amount for publication of the newsletter. Benita Roth **MOVED TO APPROVE** the chapter Proposed Budget for Fiscal Year 2023-24. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.** Brendan McGovern added in the future the chapter will be printing a small number of newsletters to hand out at New Employee Orientations and is getting a quote from Print Solutions and will have it shortly.

4. Chapter Officers' Report:

a. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported a few people needed things, but not as many as she would think as people tend to be busy during the end of a semester and beginning of another. She stated she as well as a few others, chiefly academics have had some issues with the Office of Services for Students with Disabilities, adding legally we accommodate students, that is part of an academic's job; however, we should be able to interact respectfully of time, intellectual property and document what is being done. She encouraged members to contact her if anyone has had some experiences with that office, stating this may be an item for Labor Management or her going to deans on where the line should be drawn.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported by far the largest number of contacts to him are about workload creep, where work has been added temporarily due to COVID and in most cases, with no increases in salary. He stated professionals are getting burned out, adding contractually and in other ways, he is looking at ways to address this. Brendan reported an ad hoc Committee on Professional Dignity and Workload has been established and will be discussed later in the meeting.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported she has had the same issues with contingents regarding workload, adding over the last two weeks she has had two people come to her regarding workload. She stated it is worse for contingents because they feel they cannot speak up at their reviews when additional work is given by supervisors due to the line added to some performance programs, "additional duties as assigned." Renee said she has brought up this issue several times, and contingents don't feel their voice is being heard. They are frustrated. Donald Kunkel, speaking as the former chapter Vice President for Professionals added workload creep is hard to get a handle on especially if you are a contingent or haven't received permanency. He added UUP represents them and needs to know about these issues, stating the union can go to management and keep it anonymous if requested. Don suggested when given the additional work, a member should ask if this is mandatory or voluntary and does not have to give an answer right then. If it is voluntary, one has the right to say no. Don added an employee should ask to get the request in writing, question how long it will last, ask if you will be compensated, or

will something be taken off your performance program if additional duties are assigned. He explained this is common and most of us are guilty of putting in extra time, as we all want the school to succeed and to see our students do well. He added you never want to say no or refuse work unless it is illegal or immoral, but there is a mechanism in place. Don encouraged members to know their rights and advocate for themselves, and if you don't know your rights come to the union. Your union is there to protect you. Brendan McGovern added one of the goals before the end of the semester, is to send a laminated card to every professional with a list of ways to respond if they are asked to do additional work. He stated it is the chapter's hope this will take a load off professionals, particularly for contingents and those who don't have permanency. He reported an event is being planned in April to meet with contingents, similar to the event held last year at the Lost Dog Café, which was designed to hear their concerns.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess reported the date for the spring luncheon is set for April 28 in the TAU room.

5. Committee Reports:

a. Communications/Newsletter

Claire Kovacs reported the fall newsletter is out and asked Brendan if he has a timeline for the next issue. Brendan stated it is being constructed as we speak, and hopefully the spring newsletter will be out near the end of the semester. Articles are now being solicited. If anyone would like to write one, please contact Brendan, Claire, or Don.

b. Membership

Membership Development Officer, Donald Kunkel reported he continues his outreach to new employees at New Employee Orientations, adding at the last orientation the conference room was full, so the University is actively hiring a lot of professionals. There were a couple of adjunct faculty in attendance as well. Don stated he is looking for individuals to learn how to present at NEO's, as this summer he will not be available for all the orientations. He feels it is important that new employees learn about the union as there are a lot of young employees who have never been represented by a labor union and may have questions and concerns.

c. Outreach

Brendan McGovern reported we are in full swing with the UUP legislative agenda and will be in Albany February 13 and 14 to advocate for SUNY funding. He stated UUP has been working to get senators and assembly people elected and has been developing terrific relationships with them. A political action committee has been created. Brendan added the Governor's proposed budget is not terrific for SUNY and UUP members, which is disappointing but much better than a decades long flat budget. He stated the Governor is very weak right now and the Senate and Assembly are much stronger, adding hopefully we will be able to see our legislative agenda passed on April 1.

d. Union representative update

Claire reported a union representative meeting was held last week with UUP Organizer Jordan Helin, adding the chapter is still looking for reps if anyone is thinking about ways to become involved. She stated being a union rep is two-way, as

we hear what is going on and what we can communicate with our members. Claire stated if any department representative is in attendance and has not received a clipboard, she has them with her. Claire reported a UUP Worksite Organizing Institute was held through NYSUT on Monday and Tuesday, and those who participated from the Binghamton campus will be teaming up and over the next three or four months will hopefully be signing up some of our BU colleagues who are not currently members.

e. Ad-hoc committee on professional concerns

Brendan reported to address some of the concerns of professionals, an ad-hoc Committee on Professional Dignity and Workload has been established to learn what is happening around campus and work together on ways to address issues. He stated an email was sent to the professional member listserv and roughly 25 people responded. At a meeting held on January 25, Brendan reported eight sub-categories were identified and eight sub-committees have been established to work on these issues. He stated in addition to the laminated card he discussed in 4.c, two professional workshops are being planned, one presented by our Labor Relations Specialist, Chris Sielaff on performance programs and evaluations and one presented by Donald Kunkel which outlines how to put together your packets if you are seeking a salary increase during the open windows of nomination in June and January. Claire added if anyone would like to become involved, to contact her or Brendan.

f. Ad-hoc committee on grievances

Claire reported she, as the professional representative, Tina Chronopoulos, as the faculty representative and Serdar Atav, Grievance Chair will be meeting this afternoon via Zoom to discuss the establishment of an ad-hoc Grievance Committee, which would discuss non-contractual issues. She added if anyone would like to be involved to email her, Tina or Serdar.

6. President's Report:

a. Summary of leadership training at Otesaga (Don, Stu, Brendan, Alan)

b. Need someone who is willing to be secretary/treasurer for next term (see attached description of position)

Alan reported all chapter election nomination forms must arrive in Albany by 5 p.m. on February 17, stating Brendan McGovern will likely be taking over as Chapter President. He added he and Claire Kovacs will be running for Vice President for Professionals, Benita Roth for Vice President for Academics, Renee Andrews for Officer for Contingents, and Robert Mess for Officer for Retirees. He stated a chapter Secretary/Treasurer is still needed and encouraged people to nominate for this position. Alan reported it is a two-year term, and the chapter is allowed to have 14 professional and 14 academic delegates. Donald Kunkel added all UUP members should have received a nomination form in the mail, stating professionals can only nominate professional delegates and academics can only nominate academic delegates. Nomination for chapter officers can be done by both professionals and academics. He explained delegates are members of the chapter Executive Board, serve as department representatives, and represent the chapter at Delegate Assemblies which are held twice a year. Votes on major UUP statewide issues are conducted at DAs, as well as workshops, statewide committee meetings and plenary sessions. Meals, lodging, and transportation costs are covered for delegates attending DAs. Any member that is nominated as a delegate or for a chapter office who does not want

to serve, can decline. Benita added contingents can serve as delegates, as they do not have to have tenure or permanent appointment. She stated five votes are needed to serve and delegates are chosen by the number of votes received; however, only one nomination is needed to appear on the ballot. If anyone would like more information, please contact one of the Executive Board members. Alan stated if anyone has nomination forms, feel free to get nominations at the meeting. Don added in addition to the UUP nomination form, members should have received a form for NYSUT and AFT.

7. Chapter Business:

a. 13th Forward Resolution

Claire Kovacs reported she is in a coalition of groups with a number of different goals to add to our NYS constitution and an abolition of slavery, as prisoners are allowed to function as basically slaves. She added other legislation is to get better working conditions for those who are incarcerated, stating the current pay range for incarcerated workers in NYS is \$.10 to \$.65 an hour. She reported the NYS hand sanitizer that was used during COVID was made by women in a women's prison; although they couldn't use it, they could make it for us. Claire stated the goal is for us at BU if we pass the resolution to share our support in this, which will be brought up at the spring DA for delegates to consider and hopefully pass. Alan displayed the language of the resolution on the screen. Stuart L'Hommedieu **MOVED** a vote on the resolution be tabled for 30 days and addressed at the March Executive Board meeting so delegates could have a chance to review it and get feedback from the peers they were elected to represent. **SECONDED** by Bonnie Cornick. A request for discussion was made and discussion followed. Claire reported the 13th Forward Resolution has already been sent to the Statewide UUP Executive Board, but it is important to her to have BU endorse it. Motion was voted upon and defeated by an overwhelming majority. Sean Massey **MOVED** the Executive Board does not vote on the resolution today but copies of the 13th Forward Resolution be sent to the Executive Board, so people have a chance to read it and vote via email within one week in favor of it or to oppose it. **SECONDED** by an Executive Board member. By majority vote, the Executive Board does not vote on the resolution today, but copies of the 13th Forward Resolution be sent to the Executive Board, so people have a chance to read it and vote via email within one week in favor of it or to oppose it. Alan will send the 13th Forward Resolution to Executive Board members today for an email vote. Electronic voting on resolution results – 10 Yea, 4 Nay, 2 Abstain

b. Discuss items for upcoming February Labor Management meeting.

c. Additional information on chapter elections and time for folks to sign each other's nomination forms, who should we nominate?
Discussed in 6.b.

d. Questions/Comments/Concerns/News from Executive board and membership

Alan announced the spring Delegate Assembly will be held on April 21 and 22 at the Desmond in Albany. Brendan **MOVED** to create an ad-hoc committee, chaired by Courtney Ignarri to look into purchasing green polo shirts. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT**. Claire announced she will have more information but thinks we can stand in solidarity with our brothers and sisters in the Graduate Student Union regarding removing all fees from their tuition. Benita reported UUP has been meeting with the State over Zoom and in person regarding

contract negotiations. She reminded members they can access negotiation updates on the members only portal on the uupinfo.org website. She added the update now is mostly about health questions and the contents of the Empire Plan, not the premiums. Benita stated the contract is enormously complex and complicated as the State engages in pattern bargaining, with CSEA settled and PEF currently in negotiations. She stated UUP has a fantastic negotiations team, and she would be happy to talk with people individually.

8. Adjourn – Next meeting Wednesday, March 8th, 2023, 11:30 a.m.–1:00 p.m., U UW-324 Robert Mess **MOVED TO ADJOURN. SECONDED** by an Executive Board member. Meeting adjourned at 12:58 p.m.

The Next Executive Board meeting will be held on Wednesday, March 8, 2023, from 11:30 a.m. to 1:00 p.m. in U UW-324.