



MINUTES

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

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

Attending Virtually: Joseph Goldman

Guests: C. Sielaff, Labor Relations Specialist

E. Breitbart, R. Collier, K. Cummings, P. Hill, C. Ignarri, C. Konnick, K. Lacy, S. Lewis, Y. Li, M. Lorusso, M. Mead, T. Norton, C. Slocum, J. Starks, P. Valenta, E. Wright

Guests Attending Virtually: M. Fegley, S. Fizzell, A. Irvine, E. Mosher, K. Murphy, S. O’Brien, C. Place-Sweet, B. Polzin, A. Silva, M. Vermilyea, P. Williams

The meeting began at 11:37 a.m.

UUP Chapter President, Alan Wang welcomed all to the meeting and asked members and guests to sign the attendance sheet.

1. Approve Minutes from February 8, 2023, Executive Board Meeting – attached
MOTION TO APPROVE the February 8, 2023, Minutes was made by Benita Roth and **SECONDED** by Donald Kunkel. After discussion, Donald Kunkel withdrew his **SECOND** and Benita Roth withdrew her **MOTION**. Follow-on motion was to approve minutes as revised with the following corrections to the February 8, 2023, Executive Board Meeting Minutes, Donald Kunkel **MOVED TO APPROVE** the March 8, 2023, Executive Board Meeting Minutes. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.**

A description of the Sunshine Fund Account should now read as follows:

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. Chapter Business

7 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

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. \$30 was collected at the March 8, 2023, meeting.

3. Treasurer's Report (Joe): Approve February report – attached

Treasurer, Joseph Goldman reported there was nothing out of the ordinary listed and asked if there were any questions regarding the February 2023 report. Benita Roth **MOVED TO APPROVE** the February 2023 monthly report. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT**. Chapter President Alan Wang announced he is working with NYSUT for reimbursement in the amount of \$972.45 for expenses incurred during the Workshop Organizing Institute (WOI) Training held in February.

4. Chapter Officers' Report:

a. Vice-President, Academics (Benita)

Vice-President for Academics, Benita Roth reported it is now tenure time at Binghamton University. She stated the negotiations team met last week and will meet next week for a two-day period. There are no promises, as a lot depends on the willingness of the State to give but the team is committed to getting a good contract in the next few months. Benita reported the team has decided what the priorities are and is making steady and good progress, adding the process is enormously complex and complicated as the State engages in pattern bargaining, with CSEA settled and PEF currently in negotiations. Benita added negotiation information is available on the members only portal on the Statewide UUP website. Regarding concerns about the Office of Services for Students with Disabilities that was discussed at the February meeting, Benita reported these were raised at the February Labor Management Meeting and the Chapter has received more information from Joseph Schultz. She added she may be crafting a response within the next couple of weeks and learned there is a committee being put together to look at services for students with disabilities. It is Benita's hope there will be a bit more coordination about this issue, as she believes we are going to face in the future more and more of our students who will test for accommodations. She added there is a new SSD Director, and she has heard positive things about the person. It actually matters when we bring issues to Labor Management.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported two workshops for professionals have been scheduled. One will be co-presented by Chris Sielaff and Brendan regarding performance programs and evaluations scheduled for Thursday,

March 23, 11:30 a.m. to 1:00 p.m. in U UW-324. He stated another workshop will be presented by Donald Kunkel on self-nominations scheduled for April 6, adding this workshop is designed to work with the first one on getting everything ready for the two open window time periods in June and January to submit for a raise or a promotion. Brendan reported a meeting of the ad hoc committee on professional concerns is scheduled for Monday, March 13, 11:30 a.m. to 1:00 p.m. in U UW-324.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported she has some good news and read the following:

“United University Professions (UUP) at Stony Brook has won on two key issues that impact non-tenure track contingent faculty: a raise to the minimum salary for the hundreds of UUP-represented part-time adjunct lecturers, and an increase in the appointment length of full-time lecturers. These part-time and full-time contingent faculty work tirelessly to provide high quality education to the over 25,000 students at SUNY Stony Brook University. Previously, part-time adjunct lecturers were paid a minimum of \$1,250 per credit, earning a minimum of \$3,750 for a 3 credit course. They will now see their minimum salary increase from \$1,250 to \$1,833 per credit, equaling \$5,500 per 3 credit course. Adjustments are currently being made and should be reflected in an upcoming paycheck later this semester, with retroactive pay included once processing is complete. Full-time lecturers had previously been allotted one-year minimum terms. Now, the default term of appointment or reappointment of full-time lecturers are two years with limited exceptions. Further, full-time lecturers who have completed six years of consecutive instructional labor may be reappointed for a three-year term. Contingent faculty, who hold advanced degrees, often with years of experience, prepare and deliver courses, meet with and mentor students, write recommendation letters.”

Brendan added to build off Renee’s report, a contingent employee event is scheduled for April 19 at 4 p.m. at the Lost Dog Café in an effort to work with contingents here to put into effect something similar to Stony Brook.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess reported the Retiree Luncheon will be held on April 28 at 1:30 a.m. in the TAU Room, adding retirees will be receiving an announcement from Corinna in Human Resources. He asked if the Chapter has a list of retirees. Linda reported the Chapter receives membership reports from Statewide which lists UUP retiree members, adding a retiree listserv does exist but needs to be updated.

5. Committee Reports:

a. Communications/Newsletter

Brendan McGovern reported we will continue to have a digital newsletter with copies made to distribute at New Employee Orientations. He asked that any ideas for submission to the spring newsletter be sent to him no later than March 24, adding the deadline for all article submissions to him is Friday, May 5. Claire Kovacs announced that if any department representatives have not picked up their list, she has them with her today. She stated there are 23 reps, but 131 are needed in different areas on campus, such as Academic Advising, Athletics, Biological Sciences, Call Center, Chemistry, English and many more. She added this is a structured nerve system for our union with emails sent that can be communicated. She cautioned department reps are not the main person to speak with regarding issues or grievances but can refer members to whom they should contact for assistance. Contact Claire if you would like to become involved.

b. Membership

Membership Development Officer, Donald Kunkel reported he continues to attend bi-weekly New Employee Orientations and thanked Courtney Ignarri for assisting him, as Brendan is teaching a course during the time NEO's are offered. He stated hiring seems to have slowed down as we are towards the middle of the semester, and at the last NEO, three employees were invited but only two attended. He added looking at how many positions are vacant he can surmise we are having trouble. Don stated there is a hiring bonus available. If you know someone who is eligible for positions in custodial or secretarial, you can receive a \$500 bonus if your referral is hired at Binghamton.

c. Outreach

Brendan reported in the midst of the budget season, on February 14 groups of UUP represented employees converged on Albany to meet with Senators and Assembly people for more funding of SUNY and the UUP legislative agenda. He added following on last year's incredible advocacy by UUP, we were successful in closing the TAP gap and getting more money for EOP programs, and we are looking to build on that success this current year. He stressed that because we cannot send out any advocacy through edu emails, members are encouraged to join the chapter Facebook, Instagram, and Twitter accounts for information.

d. Ad-hoc grievance committee

Tina Chronopoulos, academic representative on the Grievance Committee reported she is part of the chapter ad hoc committee on grievances. She stated Stony Brook has such a committee in place where folks can submit information anonymously, or not if they choose, regarding issues they are having in the workplace and the chapter is hoping to do something similar here for the following reasons: 1. To support what Chris Sielaff and the chapter officers are already doing. 2. To build a knowledge of what is actually happening. She has heard different chairs have different ways of dealing with issues and suggested we put our ears to the ground in solidarity and build up a knowledge of what is going on in an effort to identify problem areas and work on solutions. Tina hopes the ad hoc committee will be in place by next semester and is looking for people who are willing to be part of this. Labor Relations Specialist, Chris Sielaff stated his advice to the chapter is having a grievance committee is one of the best practices if you can form one that is functioning, and cautioned it should be really well thought out, really well designed, and with no communication breakdown. He added if people come to the union with their concerns and the concerns are not handled in the right way, the union will be vulnerable. Discussion followed regarding contract grievances as opposed to other concerns and the importance of how the information is sorted.

e. Ad-hoc professional committee(s)

Brendan reported an ad-hoc committee on professional concerns and dignity has been established in response to professionals. He gave a shoutout to Courtney Ignarri for bringing to the attention of management that often when people are being singled out or thanked it is to faculty and students but professionals are not really mentioned. He added President Stenger is now mentioning professionals in his talks. Due to the exodus of professional staff from campus, the committee will try and address the underlying concerns that may have contributed to this. He stated the committee has upward of 20 people and subgroups have been formed in an effort to identify problematic areas and create short and longer term goals. The next full meeting of the committee is scheduled for Monday, March 13, 11:30 a.m. - 1:00 p.m. in U UW-324. All are welcome to attend.

6. President's Report:

a. Return of chapter service awards from statewide

b. DA schedule

c. Elections updates

i. Secretary/Treasurer vacancy – write in Alan Wang on ballot

Chapter President Alan Wang reported chapter nominations have closed, and he will be stepping up to fill the position of Secretary/Treasurer with a minimum of five write-in votes needed to be elected. He added if your name does not appear on the nomination list shown, make sure to have at least five people add write-in votes for you. Alan reported if you do not receive a ballot by March 25, notify Statewide. Benita gave a shoutout to Alan for agreeing to take over the position of Secretary/Treasurer and for Joe Goldman for continuing to serve in that role even after retirement. It was stated academics are unable to write-in professionals and professionals are unable to write-in academics. It was noted there is a lack of academic delegates on the nomination list and members were encouraged to talk with peers. Alan reported for the first time, statements from members running for office will be posted on the chapter website prior to the election. Claire stated this is important as one position is being contested.

7. Chapter Business:

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

Chapter President Alan Wang asked if there were any general membership concerns members would like to bring forward to the Board. Stuart L'Hommedieu asked a responsibility question, based in part on a resolution made at the February meeting and an email vote between the February and March meeting. He asked isn't it our responsibility as delegates to poll our peers before we vote, and what is our responsibility to our peers? Sean Massey responded I would say like not officially in terms of the spirit of our job, but yes we should be representing our folks. Benita Roth stated she would like to look at the UUP constitution on the role of delegates, but informally yes. Brendan McGovern would like to see a shoutout to poll members to see how they would vote. Renee Andrews stated her problem with emails that come out for a vote is that she feels rushed and has to answer quickly, stating why can't votes wait until the next meeting in order to provide for more discussion. Sean added as much as he thinks in the spirit whenever it is possible, we should poll our peers but doesn't know if it is practical for every resolution due to deadlines. Discussion followed regarding priorities of allocating funds to on campus as opposed to off campus events and email voting if it is done with allocating time for discussion. Another issue was brought up regarding the need for guidance about leadership and what information to share with colleagues. It was suggested that every month a list of items be distributed to the Board that we think are important to the membership. The difference between being a Chapter Board member and a Delegate was also discussed. The Chapter By-Laws will be reviewed and possibly revised in the future for any clarification needed.

Alan reported Stony Brook was trying to raise parking rates without talking with the chapter first, and it did not go over well.

Alan announced the following upcoming events:

“Beat the Winter Blues” Wednesday, March 15, 4:30-6 p.m., Mandela Room

“Performance Programs and Evaluations for UUP Professionals Workshop” Thursday, March 23, 11:30 a.m.-1 p.m., UUP-324

Workshop on Self-Nominations, Thursday, April 6

Contingents Meeting, Wednesday, April 19, 4 p.m., The Lost Dog Café

Spring Delegate Assembly, Friday, April 21 and Saturday, April 22, Desmond, Albany

Donald Kunkel reported observers can attend the DA, adding if anyone is interested in attending to contact Linda.

Robert Mess **MOVED TO APPROVE** \$1000 in support of the Contingents Meeting at the Lost Dog Café. **SECONDED** by Benita Roth. **MOTION PASSED** – 12 Yea, 0 Nay, 1 Abstain.

- b. Budget request for \$200 to support Broome Tioga Labor Council, AFL-CIO Memorial Day concert (\$200)
Brendan McGovern discussed a request for \$200 in support of the Broome Tioga Labor Council, AFL-CIO Memorial Day Concert scheduled for April 28, 2023, from 4-7 p.m. at the American Legion Post 1645 on Louisa Street in Binghamton and explained how the money would be used. Benita Roth **MOVED TO APPROVE** the support of \$200 for the Memorial Day Concert on the condition that Brendan brings and displays the Chapter UUP banner. **SECONDED** by Claire Kovacs. **MOTION PASSED WITHOUT DISSENT** - 13 Yea, 0 Nay, 0 Abstain.
 - c. GSEU solidarity on living wages
Emily Blakley, President of GSEU reported the Union has organized a living wage campaign and is trying to push for all graduate students employed on campus by the State to receive a living wage. She stated GSEU is planning an action each month, adding the next action will be held on Thursday, March 23, with the main event from noon to 1 p.m. on the University Spine. She stated GSEU would love to see UUP members out there with them. Emily thanked the Board for inviting her to attend. Claire stated she and Brendan will be putting together a resolution of support, which they will have for discussion at the April meeting.
 - d. Chapter Polo/T-shirts
Courtney Ignarri reported during the WOI Training in February, it was stressed the union should be visible on campus and encouraged members to wear union shirts, display door hangers, window clings and use other means to show union membership. She added she is working with another person on purchasing shirts for department representatives, officers, and others to wear to represent the union. They are working with a vendor who is union made, American made and will offer 3 to 4 styles in order to have diversity, with a minimum of 12 pieces per item. Courtney hopes to have a budget proposal at the April 12 meeting. If anyone would like to join, please contact her.
 - e. Book Club update/additional budget ask
Claire Kovacs reported the spring chapter Book Club has been scheduled, stating we had originally asked for 10 participants but received 17 requests to participate. Claire **MOVED TO APPROVE** an additional \$619.75 to support the spring 2023 Book Club. **SECONDED** by Benita Roth. Discussion followed. It was asked if the books were going to be returned to the Chapter or will this event be an ongoing expense with no resource retention. A guest who participated in the fall 2022 Book Club stated they would like to keep the books as notes were made in them, they were shared with colleagues, and they are a valuable resource. Claire stated she feels the Book Club is a successful program and a space for education and investing in our members, adding she hopes to continue the event next year. **MOTION PASSED** - 13 Yea, 1 Nay, 0 Abstain.
 - f. Discuss items for upcoming March Labor Management meeting
8. Adjourn – Next meeting Wednesday, April 12th, 2023, 11:30 a.m.–1:00 p.m., UUP-324
Robert Mess **MOVED TO ADJOURN**. **SECONDED** by several Executive Board members.
Meeting adjourned at 12:56 p.m.

The Next Executive Board meeting will be held on Wednesday, April 12, 2023, from 11:30 a.m. to 1:00 p.m. in UUW-324.