



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, April 12th, 2023, 11:30 a.m. – 1:00 p.m.

UUP-324

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

Guests: C. Sielaff, Labor Relations Specialist, L. Coghill, J. Cook, N. Eggleston, B. Hawkins, D. Hawkins, K. Hickey, P. Hill, C. Ignarri, C. Lawson, S. Lewis, J. Lethbridge, Y. Li, M. Lorusso, K. Mazur, R. Mulcahy, T. Norton, M. O’Ryan, D. Schuster, A. Shopov, S. Skok, R. Srevatsan, P. Valenta, M. Vinluan, M. Weiland, E. Wright, S. Yankson,

Guests Attending Virtually: Andy, T. Brentari, R. Ferrantelli, S. Frizzell, H. Kim, L. Medionte, K. Murphy, B. Polzin, M. Sabry, A. Saint-Juste, P. Williams, J. Yaples

The meeting began at 11:43 a.m. Chapter President, Alan Wang welcomed all to the meeting, reminding attendees that only Executive Board members are allowed to vote by a show of their name cards.

1. Old business
 - a. Pass 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. \$69 was collected at the April 12 meeting.
 - b. Approve Minutes from March Executive Board Meeting Minutes – attached
Stuart L’Hommedieu **MOVED TO APPROVE** the March 8, 2023, Executive Board Meeting Minutes. **SECONDED** by Patrick Doyle. **MOTION PASSED WITHOUT DISSENT.**
 - c. March equipment rentals for GSEU/UUP join rally (~\$100 for audio equipment, Brendan)
 - d. April 24 rally budget vote, closed on April 11, 18 ayes, no nay, no abstain
2. Treasurer’s Report (Joe): Approve March report – attached
Treasurer Joseph Goldman reported the last few months were typically busy months. He has completed the January through March 2023 audit report, will get Chapter President Alan Wang’s signature on it tomorrow, and send it to Albany. Sean Massey **MOVED TO APPROVE** the March 2023 Treasurer’s Report. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**
3. Chapter Officers’ Report:
 - a. Vice-President, Academics (Benita)
Vice-President for Academics, Benita Roth reported it has been quiet on the academic front, although there are some tenure-related cases that she is not free to discuss. She

stated there was a meeting with Statewide Vice President for Academics, and Statewide folks are interested in questions of online learning systems and how to and to what extent interactive teaching is onerous or more difficult. Benita asked if anyone has information on various online learning systems or other systems at Binghamton to send her an email.

b. Vice-President, Professionals (Brendan)

Vice-President for Professionals, Brendan McGovern reported we had two professional workshops this spring. The first was titled "Performance Program, Evaluation, and Appointments" and the second one was titled "Self-Nominate for a Promotion or Salary Increase." Since these workshops, Brendan has learned that a lot of professionals did not know they had the ability to self-nominate and have asked for assistance in putting their packets together. He added if anyone needs assistance to contact him. Brendan reported the Professional Staff Senate Financial Impact Committee meets with different Deans, and he has good news to report in two areas. The new Dean of the School of Pharmacy is taking a philosophical approach and has seen a 2-tier system for professionals and academics. The Dean has been consciously advocating for staff in the School of Pharmacy and has changed what had been a faculty council to a faculty and staff council. His thought is they are all focusing on the good of the University and should be treated equally. The Dean has also advocated for positions, acknowledging that one person was doing too much work and a second person was hired to assist. The Dean has hired five staff members since he began. Brendan stated we would like to see that reflected in other areas on campus. In addition, the Professional Staff Senate is offering a program similar to IDA's, and \$50,000 has been allocated to staff for professional development.

c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported there are two contingent meetings scheduled for this Friday at 6:30. She added a couple of items on the DA discussion are the Chancellor's Awards and difficulty in finding nominations and talk about organizing a retreat to help contingents work with fellow officers and staff. Renee thanked Chris and Alan for their assistance. Renee stated she received an email from Andy Morris with an attachment concerning Rutgers and what led to their strike. She explained one thing leading to this was that Rutgers is relying more on adjunct professors and graduate students and their concerns about wages, benefits, and paths for career growth. If anyone would like a copy of the article, please contact Renee or Alan.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess reported there will be a luncheon for retirees on April 29 and encouraged all retirees to attend.

4. Committee Reports:

a. Communications/Newsletter

Communications Committee Officer, Claire Kovacs reported at "Beat the Winter Blues" people stepped up and volunteered to become union representatives, but more are still needed as they serve an important role in our union. Brendan McGovern added the Chapter Newsletter is a critical piece of communication and we need to get support from our membership. He announced the deadline for submissions to him is May 5. It will be late in the semester, but we want to include events that are happening, such as the Block Party, Rally to Fund SUNY and workshops that were offered. He stated, if anyone has ideas for an article, please see him as soon as possible. As of now, the plan is a release date of late June, but Brendan feels there should be a discussion of whether it is the right time. Last year the Newsletter was released in August, which gave us the opportunity to highlight all events. The Communications Committee will discuss this further and welcomes advice from Executive Board members on the best release date.

- b. **Membership**

Membership Development Officer, Donald Kunkel reported he continues to attend New Employee Orientations, and at the one held yesterday 80% of the attendees signed up to become UUP members. He added this varies from presentation to presentation, but he has learned that many sign up online. Donald stated the “Self-Nominate for a Promotion or Salary Increase” workshop held on April 6 via Zoom was well attended and a couple of people scheduled appointments with him to discuss their unique situations. He stressed he would be happy to help members with their packets. Donald reported at the March Labor Management meeting, Management was asked for statistics on how many raises or promotions were given over the past year, and 158 salary increases were given. He explained these can be initiated by supervisors at any time. They do not have to wait until January or June. Donald added when you are asked to do additional work, he recommends asking if it is voluntary or mandatory. If it is voluntary, you can decide. If it is mandatory, you can ask “What don’t I have to do as I already have a full-time job?” If you would like help, reach out to UUP, so we can assist in formulating a plan. The Chapter can advise you but won’t become in between your supervisor and you.
 - c. **Outreach**

Brendan McGovern reported although the budget was due April 1, it is running late. He added UUP had a successful rally advocating to fund SUNY and was joined by two local legislators, Donna Lupardo and Lea Webb. He stated last year we were very successful in advocating for SUNY, but the proposed budget wasn’t as lucrative as last year’s. He explained that money remains as far as we know in that one-house budget, but we are positive, moving forward. Brendan added although we are not a political entity, there are politicians that listen and support UUP. He stated one is Lea Webb, who is having a fundraiser soon, and information will be posted on our social media pages.
 - d. **Ad-hoc grievance committee**

Claire Kovacs reported an email was sent to the membership regarding establishment of a Workplace Concern and Grievance Committee at Binghamton modeled after a similar committee at Stony Brook. A copy of the trifold that Stony Brook used to launch their committee was attached. Members were asked to email Serdar Atav by May 1 if they would like to participate or have questions. Serdar reported as of this morning, he has received only three responses to the email, one faculty member and two professionals. He will announce this in a faculty council meeting next week. Claire added the committee needs many people with a good balance between professionals and faculty. Alan Wang was asked to send the email again as a reminder.
 - e. **Ad-hoc professional committee(s)**

Committee member, Troy Norton reported there are eight different subcommittees on the ad-hoc professional committee on workload and dignity. They are Well-Being/Dignity/Morale/Demoralization, Supervisor issues, Flexible Scheduling/Telecommuting/Remote Work, Compensation/Promotion, Staff Turnover/Workload Creep/Succession Planning, Performance Program/Performance Evaluation, and Discrimination. He added each subcommittee is led by a member of the steering committee and there are approximately 29 members. Troy stated the committee is making good progress, and the next meeting is scheduled for Thursday, April 20.
5. **President's Report:**
- a. **4/24 Rally for a fair contract and wear red on Fridays**

Benita Roth reported on negotiations, stating the next date with the State is scheduled for April 17 via Zoom, with other dates established for April and May. UUP would like a

tentative agreement before the legislature is out, because if we don't have a fair contract in the next couple of months, we essentially have to wait until the legislature comes back, which puts us into fall. Benita stressed the Chapter UUP Block Party on April 24 and the actions occurring all that week are crucial, as we need the State to hear us. Claire Kovacs stated it is an important time, and we need to signal to the State this is a very important issue for us. We need to tell SUNY and the State we need a fair contract. We need to insist that we have demands that need to be met. She added the Block Party is scheduled for April 24, from 12:30-1:30 pm in the Peace Quad. Members are asked to wear red on that day and on Fridays throughout April. If you don't have a red shirt, the Chapter has them in sizes running from small to 3X. Claire added she put together bags with the names of union representatives and Executive Board members written on them. They are filled with buttons, window stickers, door hangers, contract cards, flyers, swag, and candy. Claire urged members to spread the word, as we want 20% of our chapter membership to attend. There are flyers with 2 QR codes on them, and Claire asked members to take some. She is also looking for people to speak for about two minutes at the event, explaining why the contract is important to them.

b. Elections updates

c. Broome Tioga labor committee, workers Memorial Day

Brendan McGovern announced the Broome Tioga Labor Committee Workers Memorial Day Concert is scheduled for Saturday, April 22, 2023, at 4 p.m. at American Legion Post 1645, 177 Robinson Street, Binghamton, NY. He added a cash bar and light refreshments will be available. The flyer will be posted on our social media pages.

d. Chapter service awards (this might end up near the end of chapter business)

Chapter President Alan Wang announced the following Executive Board Member Service Awards and thanked recipients for their service to the Chapter:

25 Year Award - Wooden Plaque, Certificate and Pin:

Sandra Michael (26 Years)

15 Year Award – Pin:

Serdar Atav (16 Years)

Lisa Gallagher (15 Years)

Joseph Goldman (18 Years)

Donald Kunkel (16 Years)

Benita Roth (16 Years)

10 Year Award - Pen, Certificate and Pin:

Bonnie Cornick (12 Years)

Stuart L'Hommedieu (11 Years)

Sean Massey (10 Years)

Robert Mess (10 Years)

Neil Christian Pages (14 Years)

5 Year Award – Certificate and Pin:

Renee Andrews (6 Years)

Brendan McGovern (6 Years)

Alan Wang (9 Years)

Alan Wang announced the Chapter was once again asked to co-sponsor the Annual EAP Ice Cream Social, scheduled for June 21, 2023, from 2:30 to 4:00 p.m. at the Marketplace Patio, adding UUP will be listed in all marketing and our banner can be displayed at the event. Robert Mess **MOVED TO APPROVE** the allocation of \$200 to co-sponsor the

Annual EAP Ice Cream Social. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

Alan Wang announced the Chapter was once again asked to co-sponsor the Harpur College Dean's Distinguished Lecture, scheduled for Tuesday, April 25, 2023, at 4 p.m. in the Binghamton University Art Museum. Tom McDonough a UUP member, will give this year's lecture. Brendan McGovern asked for clarification of this event. Benita Roth explained UUP has co-sponsored this Lecture for literally decades. She added not only does the UUP Chapter President speak, but UUP gets the requisition of acknowledgement and gets the name out to the audience which consists of members of Binghamton University and the community. David Stone **MOVED TO APPROVE** the allocation of \$300 to co-sponsor the Harpur College Dean's Distinguished Lecture. **SECONDED** by an Executive Board member. **MOTION PASSED WITHOUT DISSENT.**

6. Chapter Business:

- a. Questions/Comments/Concerns/News from Executive board and membership
Serdar Atav reported the IDA (Individual Development Award) is a point of aggravation for him, as it is not going well. He suggests a change in the process because awards have still not been given for the last award. He added people are not doing the evaluations in a timely manner. Serdar has received emails from people asking him what happened to their application, and he has nothing to say. He spoke with Aaron who is the point person for UUP and was told people are not doing their evaluations. Things need to be clarified, maybe through Management.
- b. DA topics (Claire)
Claire Kovacs reminded people the Spring Delegate Assembly is coming up with nothing to officially vote on except for two constitutional changes, basically changing the name of a committee and clarifying it. Alan Wang added it involves the name change and committee definition for the SOUL Committee. Claire reported the DA is the official electoral body of the union, where we vote on various resolutions, with committee meetings and panels held. Benita Roth added there will be a NARCAN Panel with training. Participants will receive a free kit. Benita stated the chapter can send and pay for Observers to attend the DA, and she herself started as an Observer. She encouraged those who would like to attend as Observers to contact Alan Wang. Brendan McGovern added the DA is our chance to have our voices heard in Statewide UUP policies and to see what is happening around SUNY. He stated delegates are allocated based on membership numbers, and currently the chapter has 14 academics and 14 professionals.
- c. Internal hiring process concerns
UUP member Sylvia Skok gave a presentation on her concerns with the internal hiring process for professionals. She stated there is an agreement signed in December of 2007 by the former Binghamton University President DeFleur and Darryl Wood, our previous Labor Relations Specialist. She added it is a very short agreement which is basically about UUP members having the first opportunity to be hired rather than people from outside. This agreement was established to acknowledge the value of our employees and move them into a higher position with better pay as they are important to the future success and value of the university. Sylvia questioned how many internal candidates since December of 2007 have gone through the hiring process and didn't get the job, adding part of the problem exists because when a hire is made, there is no way of comparing or saying this isn't right or something is wrong. Posting the golden rule is he who has a goal makes the rules. She feels Management has power and leverage and is happy with the way it is, and it is going to be a challenge to change anything. Brendan McGovern stated he was under the impression that professionals were given first

consideration if they were qualified to get the job, so perhaps there should be a process where searchers are more centralized with a kind of search body. Benita Roth reported the question of internal candidates came up at the March Labor Management meeting and one frustrating thing was that internal candidates were not informed of when they had been knocked out of the pool or told they did not get the job. She added in terms of first rights of refusal, before any demands are made, a discussion with our Labor Relations Specialist, Chris Sielaff must be had. Courtney Ignarri reported a consultant has been hired to help chairs with searches, adding as far as notifications this is where the consultant who is better prepared will come in. In some cases, she believes it is probably not malice but people running the searches do not fully understand the process. Courtney added if someone decides you have two internal candidates and there is a dismissive no, we are not going to consider them, she does not feel comfortable, adding she is not saying this plan couldn't work, but it might be a knee-jerk of a no. Labor Relations Specialist, Chris Sielaff thanked Sylvia for the presentation, stating in this particular case the issue comes down to the word consideration. He hasn't heard of an instance on this campus where a search committee did not consider an internal candidate. He added if the Chapter has a discussion and wants to try and bargain for better language, it is truly a local agreement. Although Chris thinks everyone is bringing up important points to consider, the consequence of forcing a decision in the process is important. Other concerns are diversity, equity and inclusion in the workplace as well as a number of other factors to consider. The language that exists is somewhat basic and states, will be considered. It provides a right where none previously existed. Posting of jobs is a right that was gained. The bargained agreement is not worthless or insignificant, although it doesn't go as far as to give a person the job. Discussion followed regarding different experiences while serving on campus search committees. Early elimination clearly violates the spirit of the agreement. It is a very convoluted process and there may have been some internal candidates who were not considered and some who were. It is a very difficult process and a point we need to continue to work on because there are benefits to our membership.

d. MOI Update

Courtney Ignarri reported on the Chapter Member Organizing Institute, which was initiated by the 2023 UUP Workshop Organizing Institute held on campus February 6 and 7. She explained she, Brendan McGovern, and Claire Kovacs received a list of approximately 400 campus non-members and sent them emails yesterday encouraging them to become members. They identified names on the list who are members and some who are not eligible to become members. Seeing this data, Courtney explained we need to know who is a member and who is not. The plan is to give the initial email a week or two, and then start making campus visits.

e. Discuss items for upcoming April Labor Management meeting

7. Adjourn

Patrick Doyle **MOVED TO ADJOURN. SECONDED** by Donald Kunkel. The meeting adjourned at 1:03 p.m.

The next Executive Board meeting will be the May Thank You Luncheon on Wednesday, May 3, 2023, from 11:30 a.m. to 1:00 p.m. in UUW-324.