



DRAFT

NOTES

Binghamton Chapter UUP Labor Management Meeting
October 23, 2023, 1:30 – 3:00 p.m., AD-606

Present: Renee Andrews, Claire Kovacs, Donald Kunkel, Brendan McGovern, Robert Mess, Chris Sielaff, Alan Wang, Sarah DeClemente-Hammoud, Joseph Schultz

The meeting began at 1:34 p.m.

MANAGEMENT:

Joseph Schultz (Management): We, Sara, and everyone else are working on the UUP raises. If you are a regular with a regular title and regularly funded line, OSC can do it automatically. We have over 1200 employees to do manual transactions for, with 4-10 transactions. Everyone with a history, we study it and attempt to get it correct. We do a local audit and OSC audits and do their own thing. Over 10,000 transactions and are trying to get the raises done.

Brendan McGovern (UUP): You have my sympathy. Are we still on track for the 11/22 date for back pay and raises?

Joseph Schultz (Management): Yes.

Sara DeClemente-Hammoud (Management): Did a large chunk by last Thursday as it had to go up. The next group is next week. The deadline is next Friday.

Brendan McGovern (UUP): I sympathize with your workload. You have to recalculate all of the salary.

Sara DeClemente-Hammoud (Management): Fee, hourly, biweekly, or annual hourly. On 6/20/22 to present we have to manually make changes. It is a nightmare.

Brendan McGovern (UUP): I assume it is all hands-on deck.

Sara DeClemente-Hammoud (Management): I say talk to me by next Friday. We do it and then there is a new set of rules. Everyone is unique. There is some snafu or they say no we didn't realize it. Remove everything you did during the last few weeks and do it again.

UUP:

Old Business:

- Follow up regarding appointment conforming to new language in Board of Trustees Policies, Article XI, Title D, §2, (b) & (c):
 - o After three years or six semesters of continuous employment, part-time employees (academics and professionals) will be granted one-year term-appointments.
 - o After seven years of continuous appointment, full time qualified academic rank employees (e.g., Lecturers, Clinical Faculty, Research Faculty) at non-HSC campuses will be granted three-year term appointments.

Sara DeClemente-Hammoud (Management): Vicki has run the list, but I have not looked at the list. I'm planning on this next week. I'm planning on tackling this after the raises. What SUNY was saying is if you do it now, it makes sense to supersede to previously employed in September as opposed to January. Will likely do that and supersede the appointment that they've got.

Joseph Schultz (Management): After four consecutive semesters of temporary you have to move to a term appointment. After six semesters if you are part time, you have to get a full-year appointment. It is a mixed bag. Some departments appoint by academic year, some semester-by-semester. If you have been here that long, it isn't going to be by semester. If you just teach in the fall or just in the spring, you are never going to qualify for this. More than half do it, and the other half do a full-year appointment.

Chris Sielaff (UUP): Lecturers.

Joseph Schultz (Management): It depends. Some areas historically have done the three years. In years going back, they figured out how much work it was. Some historically three years, some one year.

Brendan McGovern (UUP): We used to have more VisitingPAAssistant professors than Lecturers, at least in Harpur. I've seen at least in Harpur after two years or maybe three years, they were given three year terms.

Joseph Schultz (Management): Harpur had a healthy number of Visiting Professors for quite some time. The norm was you are tenured at another institution, and you are just coming here to visit for a year. Changed it to what it is now. There is a push to move longer term Visitors to Lecturers. If they are a long time Visiting Professor and the professional is taken from the title. Some people we just left them in it if they are a couple years from retiring.

- Follow up on sending an email directly to the employees who risk losing their vacation days at the end of the year. Has that email gone out, or is it in process?
 - o The email should include information about how to donate to leave requests.
 - o We understand that members can donate across Binghamton University and across different UUP represented campuses.
 - o What is the process for donating leave to members in need at other SUNYs?

Sara DeClemente-Hammoud (Management): November 1 deadline will get that in Dateline. Will run that in general for campus. About 75 folks in that ballpark. An individual from HR, reminds them their balance is over 40. Here is the link to donation. Your request of needs from other SUNY's, management doesn't get notification of UUP needs or other bargaining unit needs. A month or two months out. The system yells at you. Always November 1. It will go out on Dateline, and we will send individual emails to those encouraging them to use time or donate. Circle back to them.

Chris Sielaff (UUP): Technical question. If someone doesn't use their full allotment of donated days, they go back to the person who donated. What happens after December 31 and the return is over 40?

Sara DeClemente-Hammoud (Management): They don't usually donate until then. That is usually when we get the donated time. We put them to use immediately. Also, folks in another bargaining unit. We tell them we have someone at the University who needs them. Would you like to donate? There is no such thing as a bucket.

Chris Sielaff (UUP): You go down the list of those who have donated days and say we have another person in need or do you want it back.

Sara DeClemente-Hammoud (Management): We try to wrap it up before the end of the year.

Chris Sielaff (UUP): How many open cases?

Sara DeClemente-Hammoud (Management): Brendan, do you know how many open cases? The email regarding someone who is in need of donations goes to you and Linda.

Brendan McGovern (UUP): No.

Sara DeClemente-Hammoud (Management): Usually two to three running. Three to five. I handle the professionals and Vicki handles the faculty.

Brendan McGovern (UUP): Are traded vacation days for PEP pulled out before December 31 or after?

Sara DeClemente-Hammoud (Management): Luanne was prepping. I think before. Usually when the contract is in place the standard is in early fall. Because it was just ratified, we don't know the dates. We can ask Luanne. Usually when the contract is running as normal. We will ask Luanne though,

Claire Kovacs (UUP): When you send out notifications, you reach out to UUP with an email?

Sara DeClemente-Hammoud (Management): UUP.

Claire Kovacs (UUP): How do we know if other unions on campus are in need? Does CSEA reach out to Linda?

Sara DeClemente-Hammoud (Management): Unions don't reach out to each other. Everyone does their own thing. Historically, they haven't crossed.

Brendan McGovern (UUP): We can donate.

Sara DeClemente-Hammoud (Management): Forms come in. If UUP members are full and do not need any more or don't need any, I would reach out to the person saying we have others in need. Are you interested in donating? You can, but you need to find out who they are.

Chris Sielaff (UUP): Information sharing on our side.

Sara DeClemente-Hammoud (Management): PBA is very good. They go out to everyone. I don't know how they do it. Union level, and they send it out Statewide.

Chris Sielaff (UUP): Smaller unit.

New Business:

- *UUP requests that in addition to the annual new faculty orientation held prior to the first day of classes, that Binghamton University holds a new employee orientation for adjuncts to occur no later than the second week of classes for the Fall 2024 semester. UUP will sponsor the event and pay for refreshments.*

Brendan McGovern (UUP): Thanks for sending an email listing adjuncts and part-time hires at Binghamton. Although we would appreciate if we can get the email addresses.

Joseph Schultz (Management): SUNY Office of Employee Relations says email addresses don't fall under a bargaining list of demographic information that we provide. We don't have the authority to provide email addresses.

Brendan McGovern (UUP): What we are seeing is that adjuncts who are benefits eligible as they teach six credits or more, they are coming up one-by-one to HR to activate their benefits. They individually sign their cards. We are requesting a new employee orientation specifically for adjuncts at the beginning of the year. This would be easier for HR, and we can talk with them as well.

Joseph Schultz (Management): The likelihood of this group coming to something is very low. We correspond to each person. You qualify for benefits. Here is what you qualify for. If you'd like, you can attend a new employee orientation or come into the office. The overwhelming majority come into the office when they can to do the paperwork. We don't have a choice on that one. They are coming. They are scheduling. The goal for you is you want to talk to them. Sara has an idea.

Sara DeClemente-Hammoud (Management): We send the individual a letter regarding benefits. Here is the link. Here is the form. If we establish a date and time, we can direct them to the

date and time to meet with you regarding the union. Set a date and time of when they will be attending. If they don't show up, you won't be hosting. We could include that in each individual letter. You are scheduled to meet with the union, at this time and this location.

Donald Kunkel (UUP): It would be helpful if you could bcc us on this.

Brendan McGovern (UUP): One thing that is helpful at bi-weekly NEO's is we share with new employees UUP negotiated benefits, vision, dental, and have the new employees fill out cards. Doing this externally takes away one of our discussion points.

Chris Sielaff (UUP): If you are willing to send out a letter saying you are scheduled to meet with UUP, it doesn't say you must but has that assertive language. This has been scheduled to meet with your UUP representatives.

Joseph Schultz (Management): UUP, your union administers your vision and dental.

Brendan McGovern (UUP): That would go out during the summer.

Sara DeClemente-Hammoud (Management): We would have to find out time and location.

Donald Kunkel (UUP): In person or virtual?

Joseph Schultz (Management): If you are looking to capture more, a Zoom one.

Brendan McGovern (UUP): Thank you. We will revisit this.

Sara DeClemente-Hammoud (Management): In April or May, we would have to schedule this. Benefits would be starting to send their stuff out.

Brendan McGovern (UUP): Thank you both.

- SUNY central is on the client list of the consulting firm that also advised West Virginia University ahead of sweeping elimination of degree offerings and elimination of faculty and staff jobs. UUP requests the following:
 - o What does local management know about SUNY's involvement with rpk Group?
 - o To what extent has Binghamton and its programs been the subject of consultations between rpk Group and SUNY central?

Joseph Schultz (Management): Never heard of them. I was at a SUNY Conference and asked a couple of people. At the central level, they never heard of them. At this point, no one has ever heard of them.

Claire Kovacs (UUP): You can google them.

Joseph Schultz (Management): Someone might be.

Chris Sielaff (UUP): Maybe we should ask the Chancellor.

Donald Kunkel (UUP): We made some suggestions about the online performance program and evaluation. Do you have a go-ahead date?

Sara DeClemente-Hammoud (Management): That you made to Scott (and the person assisting him). Yes. Those two said they were taking the stuff into consideration, and I will circle back and get back with you.

Sara DeClemente-Hammoud (Management): The President will be attending the November meeting. If you can get the agenda to us a week ahead of time, that would be good.

Brendan McGovern (UUP): Yes.

The meeting ended at 2:03 p.m.

BM 11/02/2023