



MINUTES

UUP Binghamton Executive Board / General Meeting

Wednesday, October 11, 2023

Executive Board: 11:30-11:50 a.m. General Members Meeting: 12:00-1:00 p.m.

UUW-324

PRESENT: R. Andrews, S. Atav, T. Chadha, R. Collier, B. Cornick, P. Doyle, L. Gallagher, C. Gelderloos, C. Ignarri, P. Knuepfer, C. Kovacs, D. Kunkel, S. L'Hommedieu, S. Massey, B. McGovern, R. Mess, A. Morris, T. Norton, N. Pages, B. Polzin, C. Slocum, J. Starks, A. Wang, M. Weiland

GUESTS ATTENDING IN PERSON: C. Sielaff, Labor Relations Specialist, N. Alfarano, M. Gunter, J. Goldman, J. Kiereck, D. Kiley, M. Mead, A. Messersmith-Mars, A. Tagliaferro, P. Valenta

GUESTS ATTENDING REMOTELY: E. Adler, M. Brown, Z. Ding, K. Eiche, N. Eggleston, J. Goodheart, B. Hawkins, D. Hawkins, T. Lenga, M. Lorusso, W. Meng, S. Miranda, K. Murphy, S. Oliveira, F. Reichert, L. Roglier, D. Russell, N. Serrant, S. Sigelman-Schwartz, J. Silverio, G. Vallerga, P. Williams

Brendan McGovern called the meeting to order at approximately 11:35 a.m. and welcomed all to the October meeting.

Executive Board Meeting

1. Approve Minutes from September 13, 2023, Executive Board Meeting (attached) (Brendan)
Patrick Doyle **MOVED TO APPROVE** the September 13, 2023, Executive Board / General Meeting Minutes. **SECONDED** by Courtney Ignarri. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)
2. Passing the Hat for the Sunshine Fund (Brendan)
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. \$44.00 was collected at the October 11, 2023, meeting.
3. Treasurer's Report (Alan):

Treasurer Alan Wang reported a new item of expense this year was the Welcome Back BBQ. All other expenses were normal and had to do with reimbursement for office expenses. Stuart L'Hommedieu **MOVED TO APPROVE** the September 2023 Monthly Treasurer's Report. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)

4. New Business

a. Appointment of Chapter Officers (Brendan)

i. Communications Officers

1. Katherine (Kitty) Cumings, Troy Norton, Marjorie Weiland (Brendan)

An Executive Board member **MOVED TO APPROVE** the nomination of Katherine Cummings, Troy Norton, and Marjorie Weiland as Co-Chairs of the Communications Committee. **SECONDED** by another Executive Board member. No discussion followed and a vote was taken. **MOTION PASSED WITHOUT DISSENT** (20 AYE, 0 NAY, 0 ABSTAIN)

Brendan reported each co-chair will have a particular part they will be focusing on, adding Marjorie completed and sent out chapter notes. Donald Kunkel stated as Chapter Webmaster he is looking forward to working with the new co-chairs.

ii. Grievance Officer

1. Serdar Atav

Claire Kovacs **MOVED TO NOMINATE** Serdar Atav to continue in the position as Grievance Officer. **SECONDED** by Robert Mess. No discussion followed and a vote was taken. **MOTION PASSED WITHOUT DISSENT** (20 AYE, 0 NAY, 0 ABSTAIN)

b. Expenditures – (Alan)

i. Approval of funds to purchase twenty parking tickets for visitors (\$240)

ii. Motion to pay \$50 per member for a total of \$200 to the members of the Harpur Jazz Quartet – Abby Stangarone, Andy Zheng, Josh Clinton, and Ben Telfer.

Donald Kunkel **MOVED TO PAY** the members of the Harpur Jazz Quartet \$50 each. **SECONDED** by Stuart L'Hommedieu. Discussion followed with Stuart L'Hommedieu stating although this is a post-motion event, historically we have always paid them and that is why he is supporting this motion. A vote was taken. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)

- iii. Vote for five \$25 gift cards for door prizes from UUP to UUP employees at the University Wide Benefits Fair in the amount of \$125.
Sean Massey **MOVED TO APPROVE** the purchase of five \$25 gift cards. **SECONDED** by Courtney Ignarri. No discussion followed, and a vote was taken. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)
- iv. Vote for funding for the University Wide Benefits Fair in the amount of approximately \$700 for 1/3 of the cost of the Fair (CSEA, UUP, HR). Parking passes, box lunches, breakfast breads, and coffee/drinks, etc.
Sean Massey **MOVED TO APPROVE** funding of 1/3 the cost of the University Wide Benefits Fair. **SECONDED** by Courtney Ignarri. No discussion followed, and a vote was taken. **MOTION PASSED WITHOUT DISSENT.** (20 AYE, 0 NAY, 0 ABSTAIN)

General Meeting

1. President's Report (Brendan)

Brendan reported we are using the OWL system to try and do the meeting hybrid. He thanked Sara Oliveira for her assistance. Brendan stated on September 30, we said goodbye to a friend and colleague Benita Roth, adding her memorial service was well-represented by friends, colleagues, and Statewide UUP representatives. Sean Massey gave a beautiful tribute to Benita as well as did others. A draft of an in-memoriam resolution for Benita has been created which the Chapter plans to present at the 2023 Fall Delegate Assembly for the entire Statewide UUP. Brendan read the draft of the resolution and will send it to the Executive Board for a vote. He asked if any of the dates or information is wrong, to please let him know. Brendan added we would like to create a scholarship in Benita's name similar to the one created by Downstate for Rowena Blackman-Stroud.

Brendan reported on the distressing news regarding SUNY Potsdam, where the College announced plans to cut programs. He added UUP advocated \$160 million in funding to shore up these campuses, but SUNY Central decided to distribute the funds elsewhere. UUP is working on a response, and there will be more information forthcoming.

Brendan asked for volunteers to serve on the Nominating / Screening Committees for the 2023-24 Chancellor's Awards for Excellence in Classified and Professional Service. Alan Wang will serve on the Professional Service Committee and Nicole Alfarano will serve on the Classified Service Committee.

Brendan reported this month we scrambled a bit to reach out to graduate students who are teaching, as the new contract allows them funding via the Space Available Program to pay for continuing education credits. He added prior to the new contract, no one outside of SUNY Albany was allowed to participate in the Program. Brendan stated that he personally knows of at least 20 who are participating in the program and 10 have become UUP members.

Brendan explained the adjunct population is always left out, as there are no New Employee Orientations offered to them. He stated the Chapter held its first NEO for contingents last evening, giving a big shout-out to Courtney Ignarri for her leadership in this task.

Brendan announced Labor Management Meetings are held monthly, and if members have agenda items to please send them directly to him. He added a ZOOM meeting with officers is planned for next week to discuss items prior to the meeting.

Brendan reported Labor Relations Specialist Chris Sielaff presented a workshop titled “Off Duty, But Not Off The Hook: How Off-Duty Conduct Can Affect Your Job” on Tuesday, October 10, which went very well. The November Workshop will be on Performance Programs and Evaluations, presented by Chris and Brendan. The December Workshop will be on How to Self-Nominate for a Promotion and/or Salary Increase and will be presented by Donald Kunkel.

Brendan stated Coffee and Donuts, which is offered the first Thursday of the month is going well. He gave a shout-out to Claire Kovacs for coordinating the monthly Happy Hours, the next being held on October 19. He added that the inaugural issue of Chapter Notes, I biweekly news blast, has been published and the semester Newsletter is moving forward.

2. Chapter Officers’ Report:

a. Acting Vice-President, Academics (Carl)

Acting Vice-President for Academics, Carl Gelderloos stated he had nothing significant to report. Brendan thanked Carl for stepping up and serving on such short notice. He explained there will be a second chapter election to fill the role of Vice President for Academics, and he encouraged academic members to consider running for this position and/or the position of Academic Delegate. Brendan hopes to have a full slate for the 2024 Spring Delegate Assembly.

b. Vice-President, Professionals (Claire)

Vice-President for Professionals, Claire Kovacs reported anyone who accrues vacation leave should be mindful there is a 40-day cap that resets on January 1. She strongly encouraged members to take the time or donate it, as anything over the cap goes back to the State. Claire added members can donate to their own members, those in other unions, or across the State. Claire reported she has scheduled an ad hoc Committee on Professional Workload and Dignity for Tuesday, October 24 from 3-4 p.m., location to be determined. She invites everyone to attend and encourages those who are interested in serving or getting involved to reach out to her and she will share information. Claire added the Workplace Concerns and Grievance Committee is still in process. As was discussed at the September 13 Executive Board / General Meeting, after conversations with Statewide, Claire learned it was better to do a campus level equity study. She explained that back in the 90’s, a pay equity study was done, showing no evidence of a gender pay gap. As four years of salary study in the

form of salary compression data is available, Claire is looking for ideas on what the next step could be. She suggested it could be through discussion by putting together a one-page explanation of compression and how it deals with other issues in terms of years of service or do a Zoom Meeting. The next step could be through Labor Management or meeting with individual members to make sure all members feel they are paid in an equitable manner. Courtney Ignarri stated education to her is really the key. Donald Kunkel added if armed with compression information, it might help with self-nomination for promotions and/or salary increases. Claire asked if there were questions, but none were raised.

- c. Officer for Contingents (Renee)
Officer for Contingents, Renee Andrews had to leave the meeting early so no report was given.
- d. Officer for Retirees (Bob)
Officer for Retirees, Robert Mess reported the retiree luncheon will be held on November 20, and Drew Deskur from the Kopernik Observatory and Science Center will be presenting. Robert added he recently participated in a ten-day retiree workshop in Albany, which was very fruitful.

3. Committee Reports:

- a. Membership (Don)
Membership Development Officer, Donald Kunkel reported he continues to meet biweekly with new employees, adding this week there are two New Employee Orientations scheduled. He stated Courtney Ignarri and Patrick Doyle are also participating in the NEO's.
- b. Communications (Kitty, Troy, Marjorie)
Brendan reported the committee is just starting off and running with some great initiatives. He added the three new cochairs will share the duties as there is much to cover with our chapter's increasing activity. Kitty initiated the calendar, and Marjorie is launching inaugural biweekly chapter notes the first of which has been distributed. Troy Norton reported he will be taking over preparation of the Chapter Newsletter from Brendan and will be talking with Mac Gunter about it. Brendan thanked Claire Kovacs for getting the Communications Committee up and running for the last two years.
 - i. Chapter Notes biweekly newsletter (Marjorie)
- c. Outreach (Brendan)
Brendan announced through a combined event with GSEU (he is reaching out to CSEA) Lea Webb will be giving a short presentation on October 27. More information will be forthcoming in the next chapter notes. He encouraged people to attend. He added the Statewide legislative agenda for the upcoming year gets

going around January and will be working to advocate additional funding for SUNY.

d. IDA (Brendan/Don)

Brendan reported the IDA Committee has been meeting and encouraged members to keep an eye on Dateline as to when the Committee will start accepting applications. He added the amount has been increased to \$2000. Donald Kunkel explained it will be retroactive as well. Due to the situation with the contract, the IDA only went to March 30, so members are eligible to get reimbursement for those funds used between March 30 and July 1. Brendan stated the website will be updated as soon as criteria of the evaluation of the IDA are received. Serdar Atav added regardless of the criteria, we have a lot of money to give so department representatives have a big responsibility to spread the word. With 90+ new tenure-track faculty, it could be basically \$2,000 for them. Brendan stated that professionals are also eligible to receive these funds.

4. Chapter Business:

a. Update on the statewide DEI Committee (Lisa Gallagher)

Lisa Gallagher reported the Committee has a meeting today and will meet weekly thereafter. This includes 32 campuses in an effort to support the mission of the union. She added the Committee is looking at five priorities that have not changed from last year, and Robert Mess is also on this Committee.

b. Membership Campaign (Brendan/Courtney)

Courtney Ignarri reported she, Brendan McGovern, Chris Sielaff and Jon Ponstingel attended an NEA Workshop over the summer, stating at this Workshop they connected with many other people but mostly those from K-12. She explained they were asked to come up with a campaign and to think about at our campus do people think this is a union. The goal of the Membership Campaign is to have a conversation and explain how everyone is represented. The purpose is not to target non-members or ask them to join, sell them anything, or take anything away from them but to strengthen our membership and make people feel connected and a part of the union. Courtney explained we are asking people to participate and have five conversations, and if they go well and they like it they can do five more. This can also be done in pairs if desired. A training session will be offered, and Action Network, which is similar to the miniVAN app, will be used. Brendan will send out a call for volunteers with suggested dates of November 1, 2, 22, 23 and sometime at the end of the semester, but the dates are open to change. The volunteers would bring a basket filled with mostly edible food and information with them to the meeting. Discussion followed with suggestions to order chocolate bars that are specific to the campaign and include a QR code to show member benefits. Courtney Ignarri **MOVED TO APPROVE** \$500 for the Membership Campaign. **SECONDED** by Donald Kunkel. No discussion followed, and a vote was taken. **MOTION PASSED WITHOUT DISSENT.** (14 AYE, 0 NAY, 0 ABSTAIN)

- c. UUP Shirt Options (Courtney)
Courtney Ignarri gave a brief presentation of UUP shirt options. Discussion followed and will continue.
 - d. College Review Panel Elections (Brendan)
 - e. Delegate Assembly
 - f. Possibility of a campus-level climate equity study (Claire)
Discussed in 2.b above.
- 5. New Business/Questions/Comments/Issues from the Floor
 - 6. Announcements
 - 7. Adjourn – Alan Wang **MOVED TO ADJOURN. SECONDED** by Sean Massey. The meeting adjourned at 1:03 p.m.

The next Executive Board / General Meeting will be held on Wednesday, November 8, 2023, at 11:30 a.m. in U UW-324.

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