



**DRAFT**

## MINUTES

UUP Binghamton Executive Board / General Meeting

Wednesday, November 8, 2023

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

UUP-324

**PRESENT:** R. Andrews, T. Chadha, T. Chronopoulos, B. Cornick, P. Doyle, F. Goldman, C. Ignarri, P. Knuepfer, C. Kovacs, S. L'Hommedieu, A. Mathis, B. McGovern, A. Morris, K. Mousseau, T. Norton, C. Slocum, D. Stone, A. Wang, M. Weiland

**Executive Members Attending Virtually:** R. Collier, B. Polzin

**GUESTS ATTENDING IN PERSON:** C. Sielaff, Labor Relations Specialist, K. Cummings, R. Harrison, C. Konnick, A. Messersmith-Mars, F. Reichert, R. Rojas

**GUESTS ATTENDING REMOTELY:** K. Murphy, C. Naccarato, J. Silverio, P. Williams

Brendan McGovern called the meeting to order at approximately 11:33 a.m. and welcomed all to the November meeting.

### **Executive Board Meeting**

1. Approve Minutes from October 11, 2023, Executive Board Meeting (attached) (Brendan) Courtney Ignarri **MOVED TO APPROVE** the October 11, 2023, Executive Board / General Meeting Minutes. **SECONDED** by Troy Norton. **MOTION PASSED WITHOUT DISSENT.** (17 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. \$15.00 was collected at the November 8, 2023, meeting.
3. Treasurer's Report (Alan):  
Treasurer Alan Wang reported the Chapter received \$972.45 from NYSUT for the UUP Worksite Organizing Institute, and stated we are doing fairly well with funds but warned the Chapter has spent six times the amount spent by last October. Brendan stated the

Chapter held an additional large event with the Welcome Back BBQ in August that accounted for the increased spending, adding that at a meeting both Alan and Brendan attended with Statewide treasurer Jeri O'Bryan-Losee and statewide Director of Finance Tina George they were told that the funds budgeted for each chapter are meant to be spent on engaging with members and that procedures exist to request additional funds if needed from Statewide, negating the need for reserves. Discussion followed regarding what happens if we run out of reserves and could we submit a higher budget request to Statewide. Alan added there is a whole equation that is used. It was asked what kind of response the Chapter is getting from the Coffee and Donuts and other events. Brendan stated that more than fifty attended the most recent Coffee and Donuts, and at least ten people have commented that our Chapter is now much more visible. Stuart L'Hommedieu said that a benchmarks for success could be more members attending Delegate Assemblies and increased membership numbers. Chris Sielaff added from a technical perspective, the money in reserve can be and has in the past been swept out by Statewide if it is not used. It is not the Chapter's money, it is UUP dues. If it is seen that it is not being spent, they do have the authority to take it. It is up to the Chapter to find meaningful ways to use the money. Brendan added the Chapter has increased engagement campus-wide, and people are coming to UUP functions from all over campus. Regarding the welcome back BBQ, he said perhaps we could combine it with the Fall Frolic event in the future if we need to save money. Brendan stated he has discussed the Chapters finances with Jeri O'Bryan Losee and Tina George at Statewide and they are glad to see Binghamton University spending money instead of sitting on it. Stuart L'Hommedieu **MOVED TO APPROVE** the October 2023 Monthly Treasurer's Report. **SECONDED** by Courtney Ignarri. **MOTION PASSED WITHOUT DISSENT.** (17 AYE, 0 NAY, 0 ABSTAIN)

#### 4. New Business

##### a. Expenditures

- i. Approval for Events and Hospitality Committee to spend up to \$300 for incidentals (table settings, decorations, etc.)  
Claire Kovacs **MOVED TO APPROVE** expenditures up to \$300 for incidentals that have not been approved in the budget such as table settings, decorations, etc. **SECONDED** by Renee Andrews. Discussion followed for clarification. This is a one-time, one-year expense and is not a request for \$300 at each event. **MOTION PASSED.** (16 AYE, 1 NAY, 0 ABSTAIN)

### General Meeting

#### 1. President's Report (Brendan)

Brendan reported on the following:

He checked this morning and our raises and back pay that goes along with it should be in the November 22 paychecks.

The Fall Delegate Assembly doubled as a policy-making event and commemorated 50 years of UUP. We negotiated one of the strongest contracts ever. There were calls to action to stop the program cuts at SUNY Potsdam and prevent it from happening at Fredonia, Downstate and other institutions. A referendum was passed for one place each for academic and professional contingents on the Statewide Executive Board. We have been fighting for contingents, and this was reflected in the new contract.

The UUP Statewide Committee has approved the Chapter's proposal that a scholarship be named in honor of our colleague Benita Roth for her outstanding work in gender and social justice at Binghamton University.

A Campus Labor Council has been established at Binghamton University. UUP, CSEA and GSEU, the largest bargaining units on campus, will work together and be there as a united labor front to discuss labor issues on campus. The Campus Labor Council met with Senator Lea Webb on October 27, 2023, to discuss organized labor on campus, shared issues, and how we can best support each other. Immediately following the event, Senator Webb joined us on the University steps in support of our brothers and sisters at SUNY Potsdam. Potsdam is facing a disturbing and challenging situation created by decisions made by SUNY's Board of Trustees that includes a drastic, restructuring plan calling for the deactivation of fourteen degree programs and closing as many as four buildings to reduce a projected \$9 million deficit. UUP is closely watching eighteen other financially stressed SUNY campuses. UUP will vigorously oppose cutting programs or closing institutions.

Contingents are our most vulnerable group, and they receive no dedicated New Employee Orientations for UUP to share the rights and benefits they do have. With the help of Courtney and Don, we are working to change that. The Chapter received a list of adjuncts from Management but were told the University could not share adjunct emails with us. We raised the issue with Management to include adjuncts at NEO's. UUP will establish a date and time for an adjunct-specific NEO run by UUP and Management will include this with the information that goes out to adjuncts in the Spring.

The Chapter has had some SL issues, with jobs posted at lower levels than they warrant. Our Labor Relations Specialist, Chris Sielaff and chapter officers have been working on this with Management to ensure the correct levels are posted.

The Chapter is holding a special chapter election to fill the vacant Vice President for Academics position. Carl has been doing a terrific job filling in, but the position needs to be filled on a permanent basis. We are taking this opportunity to try to fill our five academic delegate positions. Academics will be receiving a call for nominations within the next few days with the election held in January. Brendan encouraged members to talk with people who they think would be interested, adding the nomination and election is open to academics only.

Brendan encouraged members to take advantage of the Productivity Enhancement Program.

There will be a Membership Development Drive on Tuesday, November 14-Thursday, November 16 with Jordan Helin, our main organizer. Brendan encouraged members to assist. If anyone can devote time to assist, send him an email of times they are available.

Union wins are on the rise. Anyone following the UAW strike for higher pay and better quality of work, knows that the UAW has achieved an historic win, as the union forced the big three auto workers. Following that, Toyota gave 9% raises and Tesla 4% raises because their workers were trying to organize. Union wins ripple across areas, and that is why we stand in solidarity.

- a. UUP Cosponsor MSHR Lecture Series (René Rojas)  
Brendan introduced Professor René Rojas of the Department of Human Development who announced that labor leaders Jaz Brizack, Starbucks Union Organizer and UAWD Organizer, Scott Houldieson will be speaking at the Downtown Center on Thursday, November 9 at 6:30 p.m. and encouraged UUP members to attend. He stated you can't have social justice and real human rights without a strong active labor unit, adding many at the Downtown Center would like to become more involved with the union. Plans for a coffee, donuts and bagel event at the Downtown Center are being discussed.

2. Chapter Officers' Report:

- a. Acting Vice-President, Academics (Carl)  
Acting Vice-President for Academics, Carl Gelderloos did not attend so no report was given.
- b. Vice-President, Professionals (Claire)  
Vice-President for Professionals, Claire Kovacs reported she has been in contact with Mary Taber and is following up on a one-page description of what compression was and how this data might be helpful going forward. Claire is looking at a Zoom conversation proposed for early January. At the Delegate Assembly professional delegate meeting, Claire learned there are a number of changes and expansions to Article 33 and Appendix 28, which she briefly described. She added from input received from the Vice President for Professionals meeting at the DA, Statewide is putting together some email templates on what the language should look like on topics such as workload, comp time, etc. Claire reported the Workplace Development Institute has introduced a Child Care Scholarship Program, which provides financial support to working families to help cover child care costs. Claire stated she is learning a lot in her position as UUP Chapter Vice President for Professionals and encouraged members to reach out to her if they have any questions.
- c. Officer for Contingents (Renee)

Officer for Contingents, Renee Andrews reported a referendum was passed for one place each for academic and professional contingents on the Statewide Executive Board. She asked the Statewide group if chapters could have an Officer for Academic Contingents and an Officer for Professional Contingents and was told it is something we could consider and implement if needed. Brendan added this would be a Chapter By-Laws issue, as at present the Chapter has an Officer for Contingents, and it can be either an academic or professional. He thanked Renee for bringing the recommendation up, adding as we are looking at holding NEO's for contingents it is worth looking into what the process is for changing the Chapter By-Laws.

d. Officer for Retirees (Bob)

Officer for Retirees, Robert Mess did not attend but sent the following report: The Southern Tier RMGC Fall Meeting will be held on November 20, 2023, from 11:30 a.m. to 1:30 p.m. in the Bennet Alumni Lounge in Old O'Connor.

3. Committee Reports:

a. Membership (Don)

Donald Kunkel reported Brendan McGovern, Courtney Ignarri, and he have been attending biweekly New Employee Orientations. He stated these are going well and the majority of people have signed membership cards, adding we are tweaking our presentation to new employees. Courtney stated Don welcomes volunteers to come and meet new employees every other Tuesday at 10:00 a.m. in the Administration Building, adding if anyone is interested, contact Donald Kunkel, our UUP Membership Development Officer.

b. Communications (Kitty, Marjorie, Troy)

i. Chapter Notes biweekly newsletter (Marjorie)

Marjorie Weiland reported if anyone is not receiving biweekly Newsletters, please let the Communications Committee know, and if there are any questions, please let her know.

ii. Spring Newsletter (Troy)

Troy Norton reported the Fall Semester Newsletter is still transitioning with Brendan with a special edition commemorating Benita Roth. He added for the Spring Semester Newsletter, a timeline is now being established and will be a bit different. In the past, the Chapter has done calls for Newsletter topics. The Committee will be discussing topics it specifically wants to highlight through these meetings and particularly embrace other chapter members to assist with these topics.

c. Outreach (Brendan)

Brendan reported outreach is a bit slow during this season as we are currently formulating the UUP 2024 legislative agenda, but it will pick up beginning with

the new year. He announced that UUP's Advocacy Day will be March 4 and 5 during in Albany. If anyone is interested in being part of Advocacy, please email Brendan.

- d. IDA (Don/Brendan)
  - e. Events & Hospitality (Allie/Tejpreet)  
Alexandra Messersmith-Mars reported she has received a lot of compliments from members on the monthly coffee and donuts event, adding the Events & Hospitality Committee will begin reaching out to different campuses such as the Downtown Center, Decker and Health Sciences in an effort to become more visible and get more people involved.
4. Chapter Business:
- a. Update on the statewide DEI Committee (Lisa Gallagher)
  - b. 1:1 Membership Campaign (Courtney/Brendan)  
Courtney Ignarri reported the Membership Campaign went really well and members were happy to see that the Union is reaching out. If you would like to have five conversations with colleagues and take them a basket of snacks, please contact Courtney.
  - c. UUP Shirt Options (Courtney)  
Courtney Ignarri reported she has contacted WORX Printing, which is a USA made, union affiliated store who has agreed to set up a swag store for the Chapter. She showed slides of items that are available, such as shirts, tote bags, and mugs with a price per unit. She added the Chapter would need to order about sixty of each item and it would be limited to three items if we set up a store. If an order were made, Courtney estimated it would cost approximately \$20 an item. Discussion followed with a possible proposal and vote at the December Executive Board / General Meeting.
  - d. Rep System (Claire/Courtney)
  - e. Lunch & Labor (Claire Courtney)
5. New business/questions/comments/issues from the floor
6. Announcements
7. Adjourn – Alan Wang **MOVED TO ADJOURN**. **SECONDED** by Fran Goldman. The meeting adjourned at 1:04 p.m.

The next Executive Board / General Meeting will be held on Wednesday, December 6, 2023, at 11:30 a.m. in UUW-324.  
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