

MINUTES
UUP Binghamton Executive Board Meeting
Wednesday, February 12, 2014. 11:30 a.m. – 1:00 p.m., Old Union Hall

Present: S. Atav, B. Cornick, J. Dix, L. Gallagher, F. Goldman, S. L'Hommedieu, S. Massey, A. Morris, T. O'Connor, J. Oldfield, N. Pages, R. Pompei, B. Roth, M. Russell, R. Snyder, D. Stone, M. Zinkin

Guests: D. Wood, Labor Relations Specialist

Meeting was called to order at 11:35 a.m. President Benita Roth welcomed Executive Board members and guests to the February meeting.

1. **Approval of Minutes:**

Bob Pompei **MOVED** to approve the December 11, 2013, Executive Board meeting Minutes. **SECONDED** by Jim Dix. **MOTION PASSED WITHOUT DISSENT.**

2. **Passing the Hat for the Sunshine Fund:**

As was agreed upon at the September 18, 2013, Executive Board meeting, Benita passed the hat for contributions to the Sunshine Fund. She reminded Board members that contributions are voluntary. (\$20 was donated.)

3. **Report of the Treasurer:**

Interim Treasurer, Lisa Gallagher reviewed the budget reports for December 2013 and January 2014. The biggest expenditure was for the most recent Newsletter.

Lisa Gallagher discussed several issues involving the budget. She had written/organized material for the annual audit, which was fine, but as a result of the audit had to make some minor changes to the September, October, November and December treasurer's reports. Lisa emphasized that there were no errors in the audit, only in the reports to the Exec Board. The sum total of the mistakes was very small, differences of a few dollars and in some cases cents. Lisa asked the board if they would like her to represent the reports or if we could simply accept the new reports en masse. Bob Pompei advised the Board not to sweat the small stuff. Bob Pompei **MOVED** that the current budget be officially approved with revisions to the past submitted budgets of September, October, November and December of 2013. **SECONDED** by Jim Dix. **MOTION PASSED WITHOUT DISSENT.**

Lisa discussed the audit, noted that the Binghamton chapter's expenses on agency fee rebateable items was higher than the suggested percentage; we are now at 9.5 % of expenditures and the recommended number is about 5%. UUP statewide doesn't care about this, but just wants us to be aware of it. The folks that are agency fepayers can come and ask for a rebate of these items. That is the only item of concern with out audit.

Lisa also discussed a change in how we would be able to do the Benefits Fair, namely that UUP statewide has emphasized that we can no longer charge vendors who have state contracts a fee to participate in the University Wide Benefits Fair. A discussion ensued as

to how to deal with the increase in expenditures that would follow from this change. Lisa emphasized that vendor fees show up as an income, no matter how the money is spent (e.g., if it is used to offset expenses). She noted that we are the only chapter that charges vendors a fee, which is a conflict of interest for the several vendors with a state contract. Lisa noted that UUP statewide is discouraging chapter assistants from handling any money at all, citing a webinar she attended on the subject and new stricter auditing of UUP expenditures.

Darryl Wood noted that historically when Binghamton UUP initially did the Benefits Fair, the money went to the Sunshine Fund and never appeared in our budget (as UUP statewide does not monitor the Sunshine Fund). He noted that in the past vendors' fees have been used to pay for food, parking, and paper advertising. It sounds like this has changed.

Lisa once again notes that it doesn't matter where the vendors' fees go. The conflict of interest exists since by charging them, we are charging vendors with state contracts to come and sell their services to their members. We have been asked to cease and desist.

There was more discussion on the question of how much leeway there was in the policy with Lisa and Benita both noting that there is no leeway. Lisa G noted that we do cater the event very well, which is apparently unusual. Darryl noted that Binghamton is one of a handful of campuses that do a benefits fair. Benita noted that we have to work with HR and CSEA and tell them that we have to rethink our expenditures. Expenditures on the Benefits Fair will up our agency fee rebateable percentage, but we have already decided to cut down on other such expenditures, and so we can make adjustments. Tom O'Connor asked how many other chapters were over the 5% threshold, and Lisa G noted that in her conversations with Tina George at UUP statewide, George stated that the 5% is a guideline.

Bob Pompi noted that in the report on chapter expenditures, our expenditure for the PEC luncheon showed up but not the expenditure for the Dean's Lectures Series. Lisa G stated that we have just recently paid that – the check is in the mail. There was an error made by the Harpur Dean's Office and UUP was not charged for this over the last few years.

There was discussion, led by Darryl Wood and Jim Dix about what an "agency fee payer" was. They explained that those individuals who are not UUP members, don't pay dues but pay what is called agency fees. The Taylor Laws says you can only use these fees in negotiations or implementing a contract. Things outside of that are termed agency fee rebateable. These feepayers can request their percentage of agency fee expenses. There are a small number of feepayers who request this rebate. The concern of UUP is that if this number becomes very high, say \$1000, a feepayer could say: gosh I can get a \$1000 check at the end of the year by not becoming a member. Benita stated that the crux of the matter is that we are spending money that is agency fee rebateable. Some of this programming is for members. Tom O'Connor noted that we are being questioned for increasing the value of UUP for the actual members. Benita noted that the percentage of

money spent on agency fee rebateable activity was something we shouldn't worry about a lot but thanked Lisa G for bringing the issue to the Exec. Board's attention.

4. Request for 3 Volunteers to Review 2014-15 Proposed Budget – In Preparation for Presentation and Approval of Exec Board at 3/12/14 Meeting:

Lisa G requested 3 volunteers to review 2014-15 proposed budget – in preparation for presentation and approval of executive board at 3/12/14 meeting:. Jim Dix and Fran Goldman volunteered to serve on the committee.

Benita presented Lisa G with a 5-year service award certificate and pin and thanked her for her service.

5. Report of the Vice President, Academics:

The next item was the report by the interim vice president for Academics, Serdar Atav: Serdar noted that he and Benita had spoke about some ongoing issues but otherwise had nothing to report.

6. Report of the Vice President, Professionals:

Fran Goldman, vice president for professionals, gave her report. She stated that the IDA [Individual Development Awards] Committee met, and she thanked the committee. The committee made 55 awards, which totaled \$44,000 plus. The awardees got their letter. Those who didn't also got their letter. The 55 were just close to half of all applications. 15% of the monies were given to 12 part timers as required. Neil Christian Pages asked if we could give advice to those who did not get awards and asked what the committee was looking for. Fran replied that the committee mostly looked at two or three issues: How will the IDA help professional development; how it helps the university; and the question of the applicant's financial need. Some applicants were much more articulate in their requests. Fran especially emphasized that applicants should answer the question of how the award would help people in their tenure case or in their promotional opportunities. How is this going to professionally advance me or help me do better? Fran also spoke about process – two and sometimes three committee members read and rated each application. There were 8 committee members total - 4 from UUP and 4 from Management, and a combination of academics and professionals. Fran suggested that Neil Christian and others tell people that they really need to read the questions and think about what they are writing and how it is going to help them. Going to a conference is good, but how is that helping you? Also Fran noted that the IDA doesn't usually fund equipment because the equipment technically belongs to the University.

7. Newsletter Update:

There was an update on the newsletter: Benita informed the Executive Board that Lisa Havtur sends her regrets but was unable to make the meeting due to a family situation. Benita asked that if members intended to write for the newsletter, then please give Lisa H a piece as soon as possible, and that if members have ideas for the newsletters, please continue to let Lisa know. There will be an article about IDA in the upcoming newsletter. Benita stated that a conversation by the Executive Board is needed regarding

the Newsletter and Website, but she is putting this off until the March meeting in order to have more time to gather information and ideas.

8. Issues and Concerns from the Executive Board:

Jim Dix noted that he had listened to the President's "State of the University Address" which emphasized growth, with approximately 6000 new students, 180 new faculty, and 100 new staff. Stenger was not clear how many of these staff would be UUP or CSEA or upper management. Jim feared growth without ample support in terms of staff.

Discussion ensued re: the rate of real growth at the university. Serdar raised the question of how much the university would invest in Open SUNY. Tom stated that he had heard from a SUNY Vice-Chancellor that Open SUNY is the Chancellor's number one priority. Benita noted that a recent webinar on Open SUNY showed that some of the broader aims of Open SUNY, such as complete online 3 year BAs, were not mentioned, and that the webinar's presenters were explicit that no one would be forced to do on-line teaching. The question that was on the minds of Jamie Dangler and others at the DA [delegates' assembly] is if all of these services are going to be built, how is this going to be paid for? Jamie referred to this as unfunded mandates.

Fran Goldman states that another issue raised at the recent DA was the creation of a state-wide endowment to cover raises for SUNY personnel. She referenced the fact that President Stenger and Benita were talking about this at yesterday's "Beat the Winter Blues" and that Stenger seemed very interested in it and if it is going forward. Jim Dix suggested that the question of the endowment, growth etc. be put on the agenda for the next labor management meeting. Benita stated that the agenda had been set but that these questions could be put in as "below the line" items.

9. Discussion of Adjunct Salaries:

Benita stated that UUP had received a spreadsheet of Fall 2013 adjunct salaries from HR and that she had sent it out to Exec Board members. Benita noted that management only responded to part of the request for information on adjunct salaries at BU. We requested salary information for the academic year 2012-2013 and Fall 2013. The information we received was for Fall 2013 only. Benita noted that many of the salaries on the fall 2013 spreadsheet were under the "5K per course" goal of the nationwide "Mayday 5K" campaign, citing \$5000 as a floor per course for adjunct salaries. The issue of adjunct salaries was brought up to Nieman and Stenger in the November 2013 LM meeting. While Management was reluctant to use the rubric of "pay per course" as a measure, citing anomalous situations like tutoring in music, UUP was adamant that adjuncts at the "Premier Public University of the 21 Century" should not be paid poverty wages. Benita stated that UUP has endorsed the Mayday 5K campaign. Benita noted that this campaign would not be a one shot or easy deal, and she sought insight from the Exec. Board as to how to go forward.

Fran noted that the list was incomplete; for example the Department of Asian and Asian American Studies was not listed. Serdar noted that the clinical faculty in DSON were not listed. The group had questions about the meaning of the percentages on the spreadsheet; Neil Christian noted receiving information for Fall 2013 doesn't tell us what their annual

salary is. These missing components have gutted the ability to find patterns. He further stated that his dept. raised the adjunct salaries and thought it was difficult, it was important. He recommended that we state objectively that a 4 credit course should receive no less than 5,000, and that it should be management's task then to come back to us and say why they can't. They would have to clarify these numbers. We need to find a way to make them interested in it.

Andy Morris wanted to know if adjunct faculty were UUP members (they are). He then questioned whether or not we wanted to emphasize that there should be fewer adjuncts period, rather than focus on their salaries as such

Bob Pompei stated that he had worked on legislation years ago that stated that Binghamton wanted 70% of our courses to be taught by full-time faculty. So should we emphasize 5K per course or should we emphasize hiring full time faculty? Should we be trying to advocate the adjuncts to be full-time employees? Shouldn't we be looking to help these people?

Tom brought up the fact that many of the adjunct issues had to do with the number of PhDs that are actually finding employment in tenure track positions. How many of their graduates are in tenure track positions? Darryl warned against pitting full timers against part timers. Be careful that you don't somehow denigrate part time adjuncts by saying that you don't want them. Neil Christian stated that while it is full time faculty building the core of the faculty, since we have these adjuncts on campus we want to advocate for these adjuncts. Benita stated that she was bringing up the adjunct question in order to hear what people think, and for more information, asking Exec. Board members to tell UUP what their departments do. She stated that she didn't expect a motion out of this discussion, but this is something UUP is going to be coming back to

Academics need to teach two courses a semester in order to receive benefits. For professionals, this is a dollar figure. Andy stated that he is really concerned that we make this a multi-pronged approach. We could win the 5K race but then lose because they are going to hire even more adjuncts now. Neil-Christian stated that he thought that UUP could win the 5K for adjuncts relatively easily. We could ask for fair wages for adjuncts and show the university that it would be embarrassing for them to be show as not paying a decent wage. Neil-Christian also noted the further problem with adjunctivization of the faculty, which is that adjuncts cannot be colleagues available for service and do not do research. Tom inquired of Darryl if there were any efforts, in the SUNYs he is responsible for, to keep adjuncts under the 50% threshold in order to deny benefits. Darryl said no. Melissa Zinkin noted that if one looks at Dateline, it shows that the university is quite capable of hiring administrators. These people (adjuncts) have PhD's and have put in a lot of time. The university is capable of paying people.

10. Workshop Discussion – Jamie Dangler Has Agreed to Come to BU and Give One of Several Workshops – This is Our Call. Date to be Decided.

The next agenda item had to do with asking Jamie Dangler, statewide UUP Academic Vice President, to give a workshop. Benita gave the exec board a number to choose

from. Exec. Board members were interested in a Gender Equity workshop, one on Open SUNY and Seamless Transfer, a “Know Your Contract” with Darryl, and David Stone mentioned that he was interested in the “Know What Your Union Does for You.” Benita will contact Jamie and get something scheduled.

11. Chapter By-Laws:

Jim Dix noted that at the November meeting there were several changes, including language on the ‘recall’ section of the Chapter By-Laws that needed to be run by Darryl. Darryl said the language was okay. Jim asked for any other substantive changes. Darryl suggested that Jim run the bylaws by Eileen Landy, the UUP statewide secretary. The Exec Board looked at the recall section again and spent some time thinking about how detailed to make the bylaws and about time limits for the recalled member’s response. Jim edited the section in question. Bob Pompei **MOVED** that a two-part motion be **APPROVED** to approve the revised By-Laws of February 12, 2014, and that these By-Laws be submitted to UUP Statewide for their approval and suggestions. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

Neil Christian Pages **MOVED** to adjourn. **SECONDED** by Bob Pompei. **MOTION PASSED WITHOUT DISSENT.** Meeting was adjourned at 1:02 p.m.

The next Executive Board Meeting will be held Wednesday, March 12, 2014, from 11:30 a.m. to 1:00 p.m. in LN 1324C.