

MINUTES
UUP Binghamton Executive Board Meeting
Wednesday, September 9, 2015
11:30 a.m. – 1:00 p.m., Uuw 324

Present: S. Atav, B. Cornick, H. DeHaan, L. Fuller, F. Goldman, J. Goldman, L. Havtur, B. Kilmarx, D. Kunkel, S. L’Hommedieu, D. Lewis, M. Little, S. Massey, S. Michael, N. Pages, R. Pompei, B. Roth, S. Seibold-Simpson, R. Snyder, D. Stone, A. Wang, M. Zinkin

Guests: D. Wood, Labor Relations Specialist, A. Gordon, E. Colon

The meeting was called to order at 11:38 a.m. President Benita Roth welcomed Executive Board members and guests to the September meeting.

1. **Welcome to new Executive Board members – congrats on your election and thank you for coming today.**
2. **Approval of Minutes.**
Fran Goldman **MOVED TO APPROVE** the May 6, 2015, Executive Board Meeting Minutes. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**
3. **Passing the Hat for the Sunshine Fund.**
Benita Roth explained that 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 two years and it is up to members if they want to contribute or not. \$31.25 was collected at the September meeting.
4. **Treasurer’s Report: Welcome to Joe Goldman, our new Treasurer; Approval of the Report; Request for Someone to Take Over the Sunshine Fund.**
Benita Roth thanked Joe Goldman for agreeing to serve as Treasurer. Joe reviewed the May, June, July and August Treasurer’s Reports, stating that there was activity in May but action tends to taper off during the summer. Joe announced that he attended the Treasurer’s orientation in Albany, and there was quite a bit of discussion regarding Sunshine Funds. He learned that Chapter Assistants, Treasurers, and other chapter officers should not be involved with this account. It was requested that a volunteer come forward to take over the Sunshine Fund. Benita stated that both she and Joe are cosigners of the chapter bank accounts. If someone is willing to take charge of the Sunshine Fund, they would also be a cosigner, but in name only in order to comply with Statewide best practices. Lori Fuller agreed to take charge of the Sunshine Fund.
5. **Report of the Vice-President, Professionals.**
Vice President for Professionals, Fran Goldman announced that Binghamton University hosted a regional workshop for professionals in June, which was pretty well attended. This event was significant because Binghamton doesn’t always, if ever, host a regional meeting. Fran added that it was a relatively quiet summer.

6. Report of the Vice-President, Academics.

Vice President for Academics, Susan Seibold-Simpson reported that she spent a lot of the summer orienting, with thanks to Darryl, Benita, Fran and Heather. She does have questions but there have been no meetings of the Vice Presidents at the state level. She does expect to have some conference calls with Academic Vice Presidents during the fall.

7. Newsletter/Communications Committee.

Newsletter Editor Lisa Havtur announced that Mike Lisi is looking to do interviews with people in support of what the union means to them personally. Lisa spoke with him this morning and he just wants names. Fran Goldman stated that she had contacted him earlier but that he has not responded. Lisa will put Fran's name in. Lisa reported that in terms of the newsletter, Benita suggested having timeframes for each issue. Lisa printed out the school schedule and tried to work a schedule around it. Her suggestion for publication of the newsletter is the third week of October, first week of December, second week of February, and second week of April. Lisa tried to avoid times when people are stressed, such as around exam times and asked for comments regarding the proposed schedule. Neil Christian Pages stated that the negotiations meeting is on October 8 and it would be good if information gathered from this meeting could be summarized and published in the newsletter. He suggested that notes be taken at the meeting. Prior to the negotiations meeting, UUP members will be receiving surveys. Benita announced that she is planning on writing about Friedrichs (the Supreme Court Case) and fair share fees, and if they are constitutional. Benita noted that she thinks it is a good idea to have a schedule and encouraged Executive Board members to submit articles for publication in the newsletter. An adjunct issue was recently published. It got a lot of attention and was very well received.

Darryl Wood added that at least one other campus liked the adjunct issue idea so much that they are going to duplicate it. (BR NOTE: Oneonta has contacted me for permission to reprint my article.) Lisa noted that the university is doing a list of 10 things to know about Binghamton. She suggested the chapter put together a list of 10 things for new members to know. Susan Seibold-Simpson, representing academics, Fran Goldman, representing professionals, and Neil Christian Pages, representing Chairpersons will work together to create this. Lisa stated that on the Human Resources website, there is information on bargaining units. UUP does not have as much information listed as the other bargaining units, although it is the largest unit. Neil Christian Pages stated that a couple of new hires have asked him about information that is not on the HR website. Lisa stated that it is more expensive to go with all color for the newsletter. Hal and Dori, who setup the newsletter for printing, said the best bang for our buck would be to add a single color, such as red that the union has. Accent colors of red would be approximately \$300 to \$500, per issue. Lori Fuller asked if we could get bids from other publishers, as we might be able to get some good prices for color with other publishers. If we get a decent price, we can make sure we have at least a few photographs per issue. Lisa stated that we use a consultant, and they chose the printer.

Benita announced that Donald Kunkel is also on the Communications Committee and maintains the chapter website, uupbinghamton.org. Don posts information such as Executive Board Minutes, Labor Management Meeting Notes, meeting and event dates, etc. Don asked Executive Board members to feed information to him, and he will get it on line.

8. Executive Board members' concerns/agenda items for upcoming labor/management meeting, September 21, 2015: The President, the Provost and Vice-President Navarro will be attending this meeting, per the agreement with the State of New York.

Here are some agenda items that Executive Board members have already brought up via email:

--The Pharmacy School: what is the current budget? At the state of the university address, the President announced an initiative to construct a Johnson City Health Sciences Campus, moving the Nursing School down to JC. This was dependent on receiving funding from the state. Did we get that funding? Timeline on this? Hiring plans? How will this initiative affect our members?

Benita Roth asked Executive Board members how many attended the State of the University address. A number of members indicated they had gone. Benita stated there is a greater plan to make the Pharmacy School part of a Health Sciences and Technology Center in JC, which might cause a major shift in resources. Sandra Michael added that the proposal has to go to the State Education Department and the administration in Albany. Before it leaves the campus, it is supposed to have approval of Faculty Senate. In a meeting of the Faculty Senate Executive Committee, concerns were raised about the Pharmacy School. Benita clarified that the Faculty Senate is asked and polled; however, UUP as a bargaining unit is never asked for approval. She assumes this is contractual. Benita urged people to read or listen to the President's talk. UUP would like more information on this issue.

-- Family leave: At BU, there is no current consistent set of standards as to how management deals with requests for leave. Does BU have a written policy? If not, why not? If so, what is it and where can we find it?

Per the contract, Darryl Wood clarified that we get three weeks of paid leave, and family sick leave can be used for these types of things. There is also a federal law which allows an entity to grant three months of unpaid leave. The President can grant leaves of any period of time up to and including full salary for any reason. The campuses can go much further if they wish. Fran Goldman noted that professionals can use sick leave and vacation time. Serdar Atav added that this is another item on which the Faculty Senate Executive Committee and UUP can work together, as the Faculty Senate also has concerns with family leave. The question is, do we want to leave it in the hands of management? There is a little bit of movement. The union that covers CUNY actually negotiated six weeks of leave.

-- How will management contribute to a positive atmosphere surrounding this year's gearing up to our next round of negotiations with the State?

-- How is management dealing with the long-term problem of salary compression (aside from continuing to stress, as the President did in his state of the university address, that the campus pays for contractually agreed up salary increases)? An initiative announce by the Dean of Harpur College in 2014 has apparently gone nowhere.

Benita Roth stated that the campus is growing and the proposed initiative on salary compression in Harpur College has apparently gone nowhere. The campus will have to continue to pay for salary increases. Another contract is coming up, and any pay raises are likely to be cost of living increases. Benita asked for suggestions regarding what should be discussed in the Labor Management meeting. Neil Christian Pages stated the Harpur College Dean recognizes that salary compression is a problem and was going to come up with some type of plan to address this. In April, she said the Provost was coming up with the plan. Fran Goldman added that one of the Harpur College Dean's resolutions to this is bringing in new faculty at higher salaries and some are receiving what Associate Professors make. The Dean is aware that if you are going to fight for lower salaries, it will not help. As there is a Harpur College meeting today, this item will be addressed. The only time to elevate salaries is at tenure and promotion to full. Benita stated that when she brings up this issue at the Labor Management meeting, she cannot argue that we need to pay new faculty less. She has seen very wide variance as to outside offers and how the administration responds to them. Increases at tenure may also vary depending upon how far your chair pushes. Melissa Zinkin asked what the women to men chair ratio is, and it appears to be pretty well mixed. It was also pointed out that women discriminate right along with men and that many chairs are also suffering from salary compression. Sandra Michael pointed out that for eight years she was the only female department chair in Harpur College, and she feels it is a mistake to assume females are timid. That is not a word that anyone used under her administration, and she fought all the time when she thought it was merited. Fran Goldman added that professional employees can ask for salary increases without promotion, but the increases are minimal. Neil Christian Pages suggested requesting some sort of benchmarks from the administration about what they think a raise should be in various situations.

-- The President stressed BU's plans to expand "career-based" graduate programs. How will this affect our "traditional" graduate programs and undergraduate education? How will this affect our members in terms of new tasks?

Benita Roth announced that President Stenger emphasized BU's plans to expand "career-based" graduate programs in his talk, but she has her doubts. This has given many of our members new and additional tasks to come up with. We need to be watchful about how much pressure that puts on departments to water down that degree, as there is so much pressure on the departments to keep those numbers high. Benita added that the President says we have not met our goals in graduate programs. Neil Christian Pages suggested we ask for the data behind the support for career-based grad programs. Benita agreed that this is an excellent suggestion. The push is putting pressure on support staff. Sandra Michael notes that in Biological Sciences, the self-supporting MA program is working very well. Depending on the type, it can be valuable in different situations. Fran Goldman added that a Masters in an Asian discipline will get someone into a teaching position, but this is not true with a lot of programs.

-- Parking – will the administration be evaluating the new system of shuttles? We have already received concerns about professional staff feeling trapped on campus during, say, lunch hours, since finding a space in the morning does not mean finding one in the afternoon. How will our members be involved in the evaluation process?

Benita Roth announced that she received a copy of an email that was sent to Susan Crane, Director of Parking Services, in which an employee refers to herself as a “Prisoner on Campus.” The person stated that if one leaves campus during the day and tries to return, parking is almost impossible to find. Benita added that shuttles are now running and the hangtags have been removed. Bob Snyder stated that the parking stakeholders’ group is reviewing it now. Benita thanked Bob for serving on the committee.

-- Retirement – one Executive Board member expressed concerns about possible cuts to retirees? Please tell us more here...

Darryl Wood stated that retirement benefits have not changed. Sick leave gets converted into health insurance annuities that go toward premiums at the time of retirement. UUP has increased retiree dues to \$35, which is a change but insignificant.

-- What about free gym memberships for UUP employees?

Fran Goldman stated that students are charged a fee. Benita added that parts of the gym are free, such as the pool which is free until noon. During June, July, and part of August the gym is also free to campus employees. Darryl noted that some campuses do offer free gym memberships. Benita will ask about free gym memberships for UUP employees at the next Labor Management meeting.

At the next Labor Management meeting, Benita will also ask for an update on the two interim Deans (Education and Nursing) and management’s plans to replace them. Susan Seibold-Simpson suggested that Benita ask for an update on the Dean of Libraries as well.

9. Report of the President – fasten your seat belts, it’s going to be a busy fall semester:
a) The Fall Delegates Assembly will be held at the Buffalo Niagara Convention Center on October 2-3, 2015. A “New Activists” training is being held on October 1, and we have two observers, Erik Colon and Vanessa Young, participating in this, and are funding their attendance, per Fred Kowal’s request. We need to know by this Friday, September 11, if you wish to go – please let Linda O’Branski know. Hotel accommodations are at the Hyatt.

b) The Negotiations team, led by Chief Negotiator Philippe Abraham, will be on campus on October 8th, from 5:30 to 7:30 or so, in Old Union Hall. A light repast will be served. Please attend, please tell everyone you know to come, and please fill out surveys re: your concerns as UUP members in the next round of negotiations. We will be sending out the surveys to members shortly.

Benita Roth stressed the importance of attending the negotiations meeting to be held on October 8. Fran Goldman added that having been a member of the negotiations team, there has traditionally been a very poor turnout. The negotiations team needs to hear your concerns and hear them directly from members. She strongly encourages everyone

to attend. Benita stated that we would be sending out surveys to members next week. Fran Goldman questioned the use of Binghamton University emails for this. Darryl Wood stated that he thinks we can do private surveys via Binghamton University email. Benita will find out what the procedure is. Donald Kunkel asked Benita to send him the link to the survey.

c) Our now twice yearly social event will be held on October 28, from 4:30 to 6:30, and we will host the statewide membership development officer, Artie Schertzer, who will give a short spiel amidst the music and food, as will I.

Benita Roth announced that “Fall Frolic” (until someone can come up with a better name), will be held on October 28 from 4:30-6:30 p.m. in the Mandela Room. Fran Goldman **MOVED TO APPROVE** the payment of \$30 each to four students from the Harpur Chamber Jazz Ensemble to perform at this event. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.** Beth Kilmarx suggested using one of the local microbreweries. This request would have to go through Sodexo.

d) We hosted a workshop for members interested in applying for the Drescher leave last week, on September 2nd. We had approximately 12 people in attendance in addition to statewide UUP Secretary, Eileen Landy. It was a fruitful meeting and discussion – I was especially happy to see someone from the Provost’s office there, since they are instrumental in coordinating the packets for the rather complicated application process.

Benita Roth announced that the chapter hosted a workshop on the Drescher Leave, September 2. Both professional employees and faculty members were in attendance. Eileen Landy from Statewide presented a Powerpoint, and Benita thought the participants benefited from hearing it. Susan Seibold-Simpson asked if the slides could go on the chapter website. Benita will ask Eileen if this is possible.

e) I would like to know what people want to do about the campus climate survey, which was released and basically buried in the tumult of last semester’s Students for Change campaign? Should we ask ODEI for a meeting with interested members? Thoughts?

Benita Roth stated that she would like to schedule a meeting with Val Hampton to discuss the campus climate survey. Sean Massey added that he would be glad to be a part of this meeting. Vice Presidents Fran Goldman and Susan Seibold-Simpson think this meeting is a good idea. Benita will communicate once she has a chance to look at dates.

f) I’ve attached a recent message about SUNY’s plans to go forward with performance-based funding initiatives in the upcoming year. We will be asking management about BU’s plans for this in the upcoming labor-management meeting.

Benita Roth briefly discussed SUNY’s plans to go forward with performance-based funding initiatives in the upcoming year, noting that UUP President Fred Kowal’s letter sums it up. She will be asking about this in the Labor Management meeting, noting that this is important to Statewide, and it is coming up.

g) There will be “kick-off lunches” – I will get around to scheduling these. Look for

a message about them soon.

Benita Roth announced that “kick-off lunches” will be scheduled in the near future. The union will pay for them, and Benita encouraged members to bring interested parties.

Benita Roth asked if there were any concerns from board members that she may have skipped over or not heard.

- Beth Kilmarx asked about new faculty orientation. Benita stated that 52 new faculty members participated and she felt the discussion about UUP was more extensive than has been the past few years. One person was very unhappy that 1% was taken for union dues and another was upset that they had to wait 45 days before they could get benefits. A person from Wisconsin talked about the recent dismantling of unions in the Midwest. Benita impressed the importance of UUP and reminded the new faculty that union dues are tax deductible. Fran Goldman stated that she thought it was the best new faculty orientation she has ever attended. (BR note: approximately 42 people signed attendance cards).
- Beth Kilmarx commented that University Fest was very successful this year and suggested that UUP have a table at this event. As this is a student event and UUP does not represent GSEU, it was agreed that UUP would not participate.
- Neil Christian Pages suggested that UUP offer the workshop on tenure again this year. It was agreed that the chapter would offer the “Tips on Getting Tenure” workshop again this fall.

Donald Kunkel **MOVED** to adjourn. **SECONDED** by Sean Massey. Meeting adjourned at 12:54 p.m.

The next Executive Board Meeting is scheduled for Wednesday, October 7, 2015, from 11:30 a.m. to 1:00 p.m. in U UW 324.