

MINUTES
UUP Binghamton Executive Board Meeting
Wednesday, March 9, 2016
11:30 a.m. – 1:00 p.m., UUW 325

Present: R. Andrews, V. Carnegie, B. Cornick, F. Goldman, J. Goldman, B. Kilmarx, D. Kunkel, S. L’Hommedieu, D. Lewis, S. Massey, R. Pompei, B. Roth, R. Snyder, D. Stone, A. Wang

Guests: D. Wood, Labor Relations Specialist, G. Jackson, K. Kane

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

1. Vote to approve Minutes from Executive Board Meeting, February 10, 2016.

See attached.

Fran Goldman **MOVED TO APPROVE** the February 10, 2016, Executive Board Minutes. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**

2. Passing the Hat for the Sunshine Fund.

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. \$17 was collected at the March meeting.

3. Treasurer’s Report: See attached.

Treasurer Joseph Goldman reported that the Chapter got the second allocation from Statewide and is doing well financially. A budget ad hoc committee met on Tuesday to come up with a rough draft of the chapter budget request for next year. Joe has contacted UUP Central for clarification on a few questions. Once he receives this information, he will forward the draft to Executive Board members. The February 2016 Treasurer’s Report indicates a current balance of \$31,367.54.

4. Report of the Vice-President, Professionals.

Vice President for Professionals, Fran Goldman stated that there have been some issues with supervisors recently, and she is working with Joe Schultz in Human Resources regarding this. Other than that, Fran said it has been quiet.

5. Report of the Vice-President, Academics. Susan Seibold-Simpson could not be at the meeting. She asked me to share the following:

1) Jamie Dangler, statewide AVP canceled the AVP conference call last Friday because of technical difficulties.

Benita reported that Jamie has been doing these conference calls quite regularly and if anyone is interested, she can forward the information.

2) The campus-wide task force on tobacco continues to plug forward. They have created a draft policy, and are creating a FAQ document as well. They intend to implement the policy 8/31/17. They have not yet decided if you can sit in your car and smoke. Graduate students voiced concern that allowing smoking in cars was classist and instead recommended an interim alternative of designated smoking areas for 1-3 years. There are recommending that there be training for supervisors re: implementing the policy. There will be LM meetings with CSEA, UUP and other unions re: the policy. Susan also stated her willingness to get more info to anyone who wants it re: this issue. Benita stated that the key thing regarding this policy will be enforcement. She asked for discussion or questions regarding the policy. Stuart L'Hommedieu questioned the date of 8/31/17, as he had heard the date of implementation was 8/31/2016. Benita confirmed that she was notified that the date was 8/31/2017. Not everyone is on board with a total ban and hopefully people will be sent to EAP, etc.

6. Newsletter/Communications Committee.

Benita reported that Lori Fuller is in the process of putting together the newsletter. Unfortunately, Lori is ill and couldn't attend the meeting. Lori has received three bids for 2,000 color copies as follows, as we had instructed her to do the newsletter in red: Carr 2.0=\$1,125, Sun Valley=\$1,833.63, University Copy Center=\$3,279.84. Fran Goldman added that Lori had to recreate everything, which is very time consuming. She added that we have been using Carr 2.0 for a long time. Sean Massey stated our commitment to supporting other union shops and making choices about how we spend our money, taking values and priorities into consideration. Sun Valley is a union shop. Joe Goldman said the difference would be about \$800. Donald Kunkel suggested buying our own full color copier. Darryl Wood said that one chapter has a big copier that UUP Statewide paid for that they print newsletters on. He cautioned that as long as they have had this printer, they have had problems with it. Fran Goldman questioned who would run and staple the newsletters. Don Kunkel replied that with a full color finishing option, once you submit the job, out come the copies. Benita Roth agreed that it was a thought, but in the interest of time suggested we look at either Carr 2.0 or Sun Valley. David Stone **MOVED TO APPROVE** we use Carr 2.0 for now as they are familiar with our newsletter and go with a union shop in the future. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

7. Upstate Revitalization Initiative Award – Sean Massey will explain the genesis of the motion pasted below (in blue font):

Whereas Governor Cuomo announced that \$2.25 billion in economic and community development funding would be awarded through Round V of the Regional Economic Development Council initiative and the Upstate Revitalization Initiative;

Whereas the Southern Tier received \$500 million as a part of the Upstate Revitalization

Initiative Awards and that this historic investment is expected to have a \$3 billion impact on the regional economy and create 10,000 new jobs;

Whereas Binghamton University President Harvey Stenger co-chairs the Southern Tier Regional Economic Development Council;

Whereas the UUP acts in the best interests of its members, the SUNY community, and the entire state of New York;

Whereas the mission of UUP is not only to improve the terms and conditions of employment but also to defend **the civil, professional, and human rights of those it represents; and**

Whereas all regional economic development initiatives have impact on the working conditions and well-being of employees at Binghamton University and their families;

BE IT RESOLVED that **Now, therefore,** the UUP Executive Committee recommends to President Harvey Stenger that all decision-making by the STREDC regarding the allocation of all Upstate Revitalization Initiative Award funds follow these "5 Principles of Fair Development":

Principle 1: UNIVERSALITY

Development shall increase the ability of all residents of the region to access the resources required to meet their fundamental needs including good jobs, education, health care, food, housing, and social security. It shall address these needs in a coordinated way. No single development goal shall be pursued to the detriment of other fundamental needs. Development must not result in the displacement of individuals or communities.

Principle 2: EQUITY

Development policies must enable equality of opportunity and outcome by prioritizing populations and communities with the greatest need. The Southern Tier Regional Economic Development Council shall ensure residents of the region have priority for jobs that pay living wages, are protected in the right to organize, are guaranteed workplace protections and benefits, and communities most in need shall get priority to public services.

Principle 3: PARTICIPATION

Development decisions including, but not limited to, the provision of public contracts, subsidies, tax expenditures, and tax increment financing, must reflect the meaningful input of all residents of the region--or at least those residents most impacted by the development project--and other relevant stakeholders. In order to do so, the Southern Tier Regional Economic Development Council must create processes at all phases of development, including but not limited to planning, formation, implementation, and monitoring that gather meaningful input from residents and relevant stakeholders.

Principle 4: TRANSPARENCY

Public subsidies for development must be discussed, decided, implemented, and monitored in an open, easily accessible manner that maximizes examination and review by residents of the region.

Principle 5: ACCOUNTABILITY

Public representatives and publicly subsidized developers are under a duty to engage in development that is universal, equitable, indivisible, participatory, and transparent, and shall be held responsible for breach of that duty by an effective means of redress and remedy.

Benita asked Sean Massey to talk about the Motion. Sean stated that everyone knows we are the beneficiary of a rather large pot of money granted to the Southern Tier - The Upstate Revitalization Initiative Award. There aren't a lot of value based guidelines for how this money is to benefit out region economically. We should have some principles that support the decision making around the allocation of these funds. Sean thought it had relevance as UUP members live in the community. It basically presents a set of values. Equitable, benefiting all communities, transparencies, accountability, fair development policies. There are five principles that are guidelines we would like those to be part of the conversation and entertain this as a motion urging Executive Board members to adopt.

Benita stated that President Stenger has presented already that some projects have started that the university used \$6000 for a dry room for the batteries. He stressed repeatedly to full Faculty Senate that it is all about jobs. She has put the discussion of the Upstate Revitalization Initiative Award on the Labor Management Meeting agenda and hopes to hear more when we meet. She stated if people agree, we issue a statement about principles.

Sean Massey asked jobs for whom and what section of our community is going to benefit? Trickle down approach, the leverage of that the fusion of low wage, non-unionized, service sector jobs. What is our goal and how does it connect to University personnel?

Benita stated that assuming people have read this resolution, is there a discussion? She voiced that one member of the Executive Board wrote and said that they think we would be better serviced by actually condemning the whole process. It was a competition. It was nicknamed by some, "The Hunger Games." Benita added that she doesn't have any strong feelings but thinks it is important that we should be aware that anything that happens in the university where the university is involved, might involve university jobs. These people are likely to be UUP.

Renee Andrews stated that she doesn't have particular details about URI projects on campus. There are other projects going on currently. It depends on where the funding is coming from. It has resulted in jobs. She said it is certainly happening in her department. Double salary, working different times or off hours on it. Anything we can do to help get jobs instead of padding someone that already has a job? Benita stated that

she doesn't know what UUP can do. Renee added that the incubator project is going on. Renee asked why management gets additional monies all the time and who is benefitting except who is at the top of the food chain. We have jobs. Who did you give the monies to? It is supposed to be temporary. Benita noted that the State would look at numbers of jobs created as opposed to who got a piece of the pie. As regards a different program Start UP NY, UUP has no veto power re: proposals and UUP hasn't been consulted this year yet.

Sean Massey stated that he also read about the application process for URI monies. It is on the website. There are different categories but there is really nothing in it about what sort of jobs are created and who has access. Benita added that they want things to bubble up from below. Sean replied that there is nothing in the process that contributes to that policy. These principles are not in any way articulated in terms of that. What has happened with development funds, the same development bids, same developers get them, not a diversity piece. Sean feels the resolution is a nudge in the right direction. Sean Massey **MOVED TO MAKE a MOTION** be it resolved the Executive Board support this resolution and forward it on to President Stenger and the Southern Tier Economic Council. **SECONDED** by David Stone. **11-Yes, 1-No, 4-Abstain.**

- 8. Update on membership drive: We have both alphabetical lists of fee payers and a binder full of fee payers broken down by unit/dept (see Linda O'Branski). We also have the means to have fee payers sign up as members via the new online membership card <https://uuphost.org/myuup/Membership/RegForm.php>. Erik Colon would also like to talk to us, since he has taken on the task of assisting us with the membership drive.**

Benita reported that Erik Colon was not able to attend the meeting. Erik is a frequent guest of Executive Board meetings and is one of 13 activists being paid, although not a large amount, by AFT to help with membership drives across the state. Erik and Benita have met regarding this and will be tossing some ideas around such as fund bank and other ways of increasing membership. 90% of full-time UUP chapter employees are members. 53% of part-time UUP chapter employees are members. Part-time employees consist of most of the chapter feepayers. After the death of Justice Scalia, the case of Friederichs where we expected a vote of 5 to 4 is now in limbo. If the case is not re-argued, a presumed 4 to 4 vote would allow lower court to stand or they could ask to reargue the case in the fall. Other cases are also in the pipeline with other types of claims against fair share fees. The excuse these cases use is that membership dues equal a form of speech and feepayers shouldn't have to pay for speech they don't agree with. Benita asked that Executive Board members talk to either Erik or her if they have questions regarding this issue. The chapter is getting a few more members here and there and is seeing slightly better numbers.

- 9. March 14 General Membership meeting, UUP 324 4:30 p.m.: Thanks to those who have signed up to come to this. We would like as many members of the executive board to come but we would also like you to bring your friends and co-workers. Both Tom Hoey, the statewide membership development officer and Fred Kowal, the statewide UUP President, will be in attendance. I will**

present a short (I promise) PowerPoint on UUP and then let the statewide officers speak briefly as well. There will be pizza, salad, and cookies. If the meeting goes well, we will work toward scheduling another membership meeting in April. I would also like to have two of these a semester going forward.

Benita Roth thanked all the Executive Board members who have signed up to attend the Membership Meeting on Monday, March 14. She encouraged these members to bring friends. More than 28 people have RSVP'd. Fred Kowal and Tom Hoey will be attending. Benita will have a give a short PowerPoint presentation. She will open up questions to the group. If this meeting goes well, Benita hopes to schedule a breakfast Membership Meeting in April and have regular membership meetings on the calendar. The meeting has been announced in Dateline, on the Chapter Website and via the UUP listserv.

10. Issues and Concerns from the Executive Board.

Beth Kilmarx asked if there was any word regarding the contract and negotiations. Benita stated that the Negotiations Team Committee is scheduled to meet in April but she is unable to attend. Fran Goldman added that Philippe Abraham has monthly conference calls with Professional Vice Presidents. They are gearing up and working on widdling down suggestions given regarding what would be feasible and what would not be feasible. Benita stated that she, Fran Goldman and Susan Seibold-Simpson noted a remarkable consistency about what chapters wanted and didn't want. They were discouraged about discussing this on campus because the information might get back to the State.

David Stone reported that the Governor's proposal put tiers in less than 30 years of State service so you would have to pay more for health insurance if you retire. Darryl Wood added that they are fighting it and asking members to send emails. They have sent out emails with a link. He suggested that the chapter look for it and send it out.

Bob Pompei stated there may also be changes for retirees regarding how the 200 day sick leave credit is calculated, dependent upon income. Benita Roth suggested that Jo Schaeffer, who chairs the Committee on Retired Active Members (COARM) might be someone to discuss this with and it might be helpful to ask her to attend an Executive Board meeting.

11. President's Report:

- a) **"Beat the Blues" was a success, and was considered such by the new Statewide Membership Development Officer, Tom Hoey. We had approximately 100 in attendance, which is more or less what we had last year. Thanks to all who participated and to Linda O'Branski for her help and to Bob Pompei and the Harpur Chamber Jazz Ensemble who provided wonderful music. I strongly suggest we move to have one Fall Frolic and one Beat the Blues each year, and just schedule them as a part of our**

calendar into the future, until or unless funds dictate otherwise.

Benita Roth reported that approximately 100 people attended “Beat the Winter Blues” and thanked Linda O’Branski, Bob Pompei, and the Harpur Jazz Ensemble Chamber Group. She strongly suggested a motion to hold one “Fall Frolic” event and one “Beat the Winter Blues” event yearly. Fran Goldman **MOVED TO APPROVE** we make “Fall Frolic” and “Beat the Winter Blues” yearly events. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.** Bob Pompei stated that in order for the Harpur Jazz Ensemble Chamber Group to perform, the events will need to be scheduled on a Wednesday.

- b) **UUP supported, along with PEF, CSEA and the League of Women Voters, a free screening and small reception for showing the film “Suffragette” at the EPAC Theater in Endicott. Thanks to Beth Kilmarx for helping to arrange this. We had attendance of about 60 people. I briefly spoke, mainly to introduce Prof. Leigh Ann Wheeler to those gathered. Prof. Wheeler delivered a short historical sketch about the film. EPAC does not seem to have a digital projector and so the picture and sound were not ideal, but I think this was a successful event and want to encourage these kinds of events.**

Benita thanked Beth Kilmarx for helping with this event. Benita spoke briefly and introduced Professor Wheeler. The venue was large but the screening projector showing the film was not digital and the screening was a bit dark. A small reception was held. The League of Women Voters were quite pleased. PEF has emailed us to say thank you. It provided a lot of goodwill in the community.

- c) **EOP advocacy: On February 29, 2016 Twenty students from the Educational Opportunity Program (EOP) participated in EOP/EOC Advocacy Day in Albany, NY. They joined by 16 other SUNY campuses. Students had an opportunity to meet with Legislative officials to discuss their stories and the importance to continue funding EOP. This year students focused more spots for EOP and more funding. Erik Colon has sent me some pics of the event and I will be forwarding this to our webmaster for posting on the UUP Binghamton website.**

Benita stated that we provided t-shirts for the students participating in this year’s Advocacy Day and showed Executive Board members one of the t-shirts. She has pictures of the event and will ask Don Kunkel to put them on the website. The t-shirts provided a visual impact and was a good use of our money. We received a thank you card in appreciation of this effort. Pictures from the “Suffragette” event will also be posted on the website.

- d) **CAP (Chapter Activation Program) meeting: only Joe Goldman is going. It is at the Otesaga in Cooperstown NY from March 17 to March 20 IF ANYONE IS INTERESTED IN GOING PLEASE LET US KNOW BECAUSE THERE IS STILL A CHANCE FOR YOU TO**

ATTEND. Statewide has made it clear that they are willing to pay (outside of EOL) for others from Binghamton to go. Contact me if you are interested.

Benita stated that NYSUT funds will be used to activate membership on campuses. There was not a lot of lead time and so as of now only Joe Goldman is going. UUP has offered to pay for those people to go. They had a deadline with regards to EOL. It is an opportunity to learn a lot and eat some pretty good food. Let Benita know immediately if you would like to attend. We will hear from Joe hopefully about how this went. This is a multiyear project. Hopefully the timing of it will work out better if people have more lead time.

- d) UPSEU-represented Sodexo workers – there is a newly formed group called the Justice for Sodexo Workers Student Coalition which held a rally yesterday with Sodexo workers who are asking for a fair and decent contract between Sodexo and Sodexo campus workers. (See attached flyer). Sodexo workers are asking for the following:**

-3% annual raise

-\$500 signing bonus for each worker

-Sodexo to pay 90% of insurance premiums

-A 410-K plan to replace the abysmal current pension plan

-That skill and longevity be rewarded by appropriate wage scales and bonuses.

-End wage compression by pegging hourly rates to the minimum wage; when the minimum wage increases, then wages are adjusted accordingly.

Our administration has been neutral in this, despite (because?) they just signed a ten year, \$350 million contract with Sodexo. We at UUP have issued a solidarity statement with the Sodexo workers. The “Justice” group will soon begin tabling, so expect me to be in touch with you about that.

Benita reported that the Sodexo workers held a rally yesterday and about 150 to 200 people attended. They wore t-shirts. The University has signed a 10-year contract with Sodexo. Both Sodexo and the University make money on this contract. The estimate that Benita heard was \$1 million dollars in revenue and Sodexo is making money as well. Negotiations are not being made in good faith. There are 700 workers with at least ½ of them being part time and working during the school year. The workers might be tabling events and Benita will let Executive Board members know about them.

- f) The Binghamton Social Justice and Labor Film Series is again hosting films at the Bundy Museum. 129 Main Street, doors open 6 p.m., film at 6:30. Snacks and light refreshments are served and discussions often follow the film. The schedule is as follows:**

March 10: *Voices from the Grave*, discussion with the book upon which the

film is based and the film's producer to follow.
(In celebration of St. Patrick's Day and the 100th anniversary of the Easter Rebellion).

March 17: *Land and Freedom*

**March 31: *Sir! No Sir!*, co-sponsored by Broome County Veterans for Peace
(In commemoration of the Welcome Home Vietnam Veterans Day)**

April 14: *Irwin and Fran*

April 29 (Friday!): *A Day's Work*, conversation with the film's Executive Producer and temp worker activist David DeSario to follow.

May 12: *Who Needs Sleep?*

Benita announced the spring schedule for the Binghamton Social Justice and Labor Film Series to be held at the Bundy Museum. Last year the UUP Binghamton Chapter sponsored this event. They have not yet asked for sponsorship this year. The films are free and often have discussions after them.

Sean Massey **MOVED TO ADJOURN. SECONDED** by Fran Goldman. Meeting adjourned at 12:23 p.m.

The next Executive Board Meeting is scheduled for Wednesday, April 6, 2016, from 11:30 a.m. to 1:00 p.m. in U UW-324.