

MINUTES  
UUP Binghamton Executive Board Meeting  
Wednesday, December 7, 2016  
11:30 a.m. – 1:00 p.m., Uuw 324

**Present:** S. Atav, B. Cornick, L. Fuller, F. Goldman, J. Goldman, B. Kilmarx, D. Kunkel, D. Lewis, S. Massey, S. Michael, N. Pages, B. Roth, S. Ryan, A. Wang

**Guests:** D. Wood, Labor Relations Specialist, K. Clark, E. Colon, G. Jackson

The meeting was called to order at 11:39 a.m. President Benita Roth welcomed Executive Board members and guests to the December 2016 meeting.

**1. Vote to approve Minutes from Executive Board Meeting, November 16, 2016. See attached.**

Serdar Atav **MOVED TO APPROVE** the November 16, 2016, Executive Board Minutes. **SECONDED** by Donald Kunkel. **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 three years. It is voluntary and up to members if they want to contribute or not. \$22.00 was collected at the December meeting.

**3. Treasurer's report for November 2016: see attached.**

Treasurer Joseph Goldman reported that the chapter received the first allocation from UUP Statewide. He added that everything else in the report is basically the same as last month, and asked for questions or comments. Fran Goldman **MOVED TO APPROVE** the November 2016 Treasurer's Report. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**

**4. Report of the Vice-President, Professionals.**

Vice President for Professionals Fran Goldman reported that the professional workshop "Promotions and Salary Increases: Tips and Tricks on Being Successful" is scheduled for Tuesday, December 13, 2016, at 11:30 a.m. in Uuw-324. Although the workshop was announced only last week, 47 professionals are currently registered. It was suggested that the workshop be offered again in the spring. The professional workshop, "From Appointment Through Permanency to Retirement – Everything You Always Wanted to Know" will also be held in spring 2017. Fran Goldman **MOVED TO APPROVE** offering one professional workshop in early spring 2017 and the other professional workshop in late spring 2017, with a budget of \$500 each **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.**

Fran announced that apparently the IDA process is going along well. She added that Carol Bell has been doing a lot of the work and will be contacting people to set up a meeting. There have been approximately 40 requests received.

Darryl Wood reported that there was a grievance regarding a salary issue that was signed off on Monday morning and the member received everything they wanted. It was resolved at Step One, which is the campus level. Darryl added that this is a great win for the member and demonstrates that when we put our foot down (UUP) it is for a reason and people listen.

**5. Report of the Vice-President, Academics.**

Interim Vice President for Academics, Serdar Atav reported that it has been quiet but mentioned that there are many initiatives by faculty in response to post-election fears and stress. He added that it is time to take proactive steps, and as a union we will have to do something with regards to endorsement of these initiatives. Benita stated that she had been waiting for someone to bring this to the Executive Board meeting and suggested an email vote could be done for approval of a statement by the Executive Board. As the next Executive Board meeting is not until February, it was agreed, upon approval of the Executive Board to send a statement of acknowledgement, thanking the administration and requisite folks and state that the Binghamton UUP Chapter supports these efforts and welcomes the opportunity to work with these people.

**6. Newsletter/Communications Committee – Beth Kilmarx and Lori Fuller. It is my (Benita's) understanding that Beth would like to come off this committee and have a new co-editor assigned. Anyone willing to do it?**

Benita asked Lori Fuller and Beth Kilmarx for an update on the Newsletter. Lori reported that the December 2016 Newsletter is at the printer. Due to circumstances, the newsletter took some time to complete. Doing the editing, the composition, and getting permissions is a lot of work. Forming a committee with people doing small tasks would be ideal. Benita added that both Lori and Beth have done a lot of work on the Newsletter, and it looks better and has more content. Lori stated that she enjoys working on the Newsletter but is a bit leery when she is essentially the last one looking at the articles. Due to time constraints, the contributors don't always get a chance to see their articles before the newsletter goes to print. Lori suggested getting an intern. Darryl Wood added that there is another chapter who has an intern and has had one for five or six years at least. There is a model but it may be problematic as Darryl does not think UUP will pay someone to intern; however, a department could sponsor and provide academic credit. Neil Christian Pages added that there is so much talk about experiential learning right now that we could have someone go to UUP central and shadow someone. It would be great for sociology or political science to have an official UUP internship as part of a course. Kelly Clark stated that the Fleischman Center does internships for the campus. If you put the experience together, staff will post it and state how many credits. Students know how to find these internships. Lori stated that she doesn't mind asking for articles from members. Sometimes when emails are sent from one to another, things get lost. The printer is going to label the newsletters and take them directly to the campus post office. Any extras will be delivered to the UUP Office. The cost for this service is an

extra \$150. Beth stated that the person asking for articles should have a good idea about the pulse of the campus. She also suggested looking at other campus Newsletters. By doing this, we are able to get permissions to reprint material appearing in them. If we are a little light, we can pull from other publications. It was decided that Lori will write a draft of the newsletter guidelines and a committee of approximately five members will try to be formed.

**7. CAP (Chapter Action Project) Report – Joe Goldman and Erik Colon. News on shirts?**

Erik Colon reported on companies he has requested information from and prices Logowise, Muckles and Cedar Stream. UUP Statewide uses Cedar Stream, but it is the most expensive. After discussion, it was agreed to go with a union shop with green polo's. Erik will check on prices for embroidery and screen printing from Logowise and Cedar Stream. \$2000 has previously been approved for this expense.

**8. Special guest, Kelly Clark Ed.D., LGBTQ Center Director, Binghamton University.**

Benita Roth introduced Kelly Clark, the new Director of the LGBTQ Center at Binghamton University. Kelly thanked Executive Board members for inviting her to speak. She explained that she was hired in April as a proposal through the Roadmap and the Center is located in Library South Ground, Room 549 and is under the Division of Diversity, Equity and Inclusion. Being under the Diversity Division makes the Center an umbrella to the entire institution with a very high level of visibility and the ability to work with all of the schools. This high visibility with a fairly direct line to the President makes this Center unique. Students are encouraged to come into this space, as it is a safe space where conversations can take place more comfortably than other spaces on campus. Next semester, the Center will put a call out invitation to book its conference room, where 12-16 people can gather comfortably for meetings. This will give people a chance to be in "queer" space and observe what the Center's mission is.

Kelly explained that she is interested in hearing from Executive Board members about issues they are facing on campus. She would also like to see the Center more involved in the campus community and explained some ideas the Center has planned such as mixers and informal mentoring roles. Discussion followed on ways the Center can connect more with people both on and off campus. The UUP Chapter would consider being involved with these efforts. Kelly was encouraged to let the Chapter know how it can be a part of those efforts and the Executive Board will discuss it. Kelly left cards on the tables listing her contact information.

**9. Parking report: Bob Snyder, others?**

Sandra Michael reported that decisions have been made to get rid of hanging tags and parking stickers. The scanning of license plates will be the new procedure for parking validation. The committee leadership shared that a new parking lot, consisting of approximately 300 parking spaces is being built near the West Gym. The parking designation was changed in the small lot by the Greenhouse and handicapped slots were removed and placed somewhere else. Committee members seem to be there to receive information, not to discuss solutions. Discussion followed regarding how decisions are

being made without significant input by the parking committee members, will there be a decrease in parking fees with these new changes, and how the campus is going to accommodate more parking. The issue of parking fees is quite relevant in terms of the cost. In the Agreement, there is language about registration fees. It is a question for Management about what would or would not happen to the registration fee, as in the past Management was claiming to be losing money on registration. Benita will add this item to the January or February Labor Management meeting. However, it should be kept in mind that Labor Management is an exchange of information not a body that makes decisions.

#### **10. Issues and Concerns of the Executive Board.**

It was noted that from reading the November Labor Management meeting notes, UUP is receiving answers from Management about certain issues. It was questioned if there was any particular reason for that. Salary compression for professionals and faculty all across the ranks and grades was discussed. The models Management is using showed for the most part compression only for advanced assistant professors. It is clear from their standpoint they see retention of assistant professors as an issue, as they've relied on the contract to give raises. We've had years without raises. They are willing to allocate close to \$500,000 in principal in raising the salaries of those individuals they have identified. Almost all are advanced assistant professors. President Stenger also agreed at the November meeting that rather than the current 70% compliance, the campus should be 100% in compliance with regards to up to date professional employee performance programs and evaluations. Benita added that her own impression is that Management understands when UUP brings them issues, they are really issues that need to be addressed. The November Labor Management meeting was a very productive meeting.

Regarding UUP contract negotiations updates, members can go to the membership portal to receive the most recent postings. It was announced that PEF is voting on their contract this week but the CSEA vote is going to take a while, as negotiations are still very far apart. UUP President Fred Kowal stated that he was unhappy with PEF settling early: three years of contract, 2, 2, 2, and no increase in insurance. UUP will not be settling anytime soon, as the issues go beyond salary and health benefits.

#### **11. President's Report:**

a. UUP Statewide has decided to review the organization "Investment Policy" (see attached). The UUP Treasurer Rowena Blackman-Stroud, has organized conference calls for interested delegates (in fact one was scheduled for this time today). The other calls for interested parties are:

-- December 7: 4 to 5 p.m. - Downstate, Farmingdale, Maritime, New Paltz, Old Westbury, Optometry, Purchase, Stony Brook HSC, Stony Brook West (and Binghamton folks if interested) and

-- December 8: 3 to 4 p.m. - Albany, Canton, Cobleskill, Delhi, Empire State, Oneonta, Plattsburgh, Poly, Potsdam, System Administration (and Binghamton folks if interested)

If you choose to be on a call, let me know (I, that is Benita, won't be on the calls but it would be good for me to know who from BU is). Instructions for participating in the conference calls/webinars are attached. (Please allow at least 5-10 minutes prior to the conference call/webinar, as there is a brief software download for the webinar portion.)

If you have further questions, please contact Rowena at rblackma@uupmail.org.

b. The annual Benefits Fair was really well attended (500 or so?). Many thanks as always to Linda O'Branski and to our volunteers who hunted and captured labels at our table. We have pulled names for the prizes and have begun distributing them.

c. As already noted, we will have a lunch for professionals on December 13 in U UW 324, starting at 11:30. The theme will be on "Promotions and Salary Increases -- Tips on Being Successful." Encourage people you know to come -- apparently the lunch will be a particularly exciting and new one -- I saw the phrase "brisket sandwiches" used...

d. The Winter DA is in Saratoga, at the Hilton, which is personally my favorite venue, but enough about me -- It will happen on Sunday, January 29- Monday, January 30, with an "Advocacy Day" in Albany for those who can on Tuesday, January 31, 2017. Please consider coming.

e. Lastly, I'd be remiss if I didn't report that we had a very productive labor-management meeting with the administration in November. They are getting reader to move on some questions of ongoing concern to us here at UUP -- getting a system online that can actually track evaluations and performance programs in real time, and thus move us toward 100% compliance, tackling parking issues, making sure the campus starts to deal with salary compression -- on this last point, I believe we still have to continue to push for real efforts here. On the other hand, it is clear from another meeting I attended wearing my Harpur faculty hat that we are in for a period of slowing down in terms of growth -- lots of explicit warnings about that. In any case, please keep letting me and the other chapter officers know what your issues are, and we will keep plugging away.

Neil Christian Pages **MOVED** to adjourn. **SECONDED** by Donald Kunkel. Meeting adjourned at 1:06 p.m.

**The next Executive Board Meeting will be held on Wednesday, February 15, 2017, from 11:30 a.m. to 1:00 p.m. in U UW 324.**