

MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, October 11, 2017
11:30 a.m. to 1:00 p.m., U UW 324

Present: R. Andrews, B. Cornick, L. Gallagher, J. Goldman, P. Knuepfer, D. Kunkel, L. Lisman, S. Massey, B. McGovern, R. Mess, R. Pompei, B. Roth, K. Schull, J. Starks, A. Wang

Guests: D. Wood, Labor Relations Specialist, K. Jesse, M. Allington

The meeting was called to order at 11:39 a.m. President Sean Massey welcomed Executive Board members to the October Executive Board Meeting.

- 1. Vote to approve Minutes from the September 13, 2017, Executive Board Meeting.**
Robert Mess **MOVED TO APPROVE** the September 13, 2017, Executive Board Minutes. **SECONDED** by Benita Roth. **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 four years. It is voluntary and up to members if they want to contribute or not. \$26.00 was collected at the October 2017 meeting.
- 3. Treasurer's Report for September. See Attached.**
Treasurer Joseph Goldman reported that bills have been paid, but the balance does not include funds to be paid for "Fall Frolic." It was estimated that approximately 130-150 people attended this event, and all tables were full. Bob Pompei suggested that we add two tables for the next social event. Joe stated that he submitted the annual audit to Albany, and hopefully we don't hear anything back from Statewide regarding this. Benita Roth **MOVED TO APPROVE** the September 2017 Treasurer's Report. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.**
- 4. Report of the Vice-President, Professionals.**
Vice President for Professionals, Donald Kunkel reported that he has met with a couple of professional employees and has some ongoing discussions with members. As he is learning the position, Donald stated that he is relying heavily on Darryl Wood for support. Donald will be attending the Fall Delegate Assembly. He thanked Executive Board members for their confidence.
- 5. Report of the Vice-President, Academics.**
Vice President for Academics, Benita Roth reported that she has met with a few academics, and there seems to be a couple of trends that are concerning. Without going into detail due to confidentiality, she stated there appears to be a push by some units to go outside the obligations stated in the contract and creating additional demands. There

have been some reports that contributions to mission meetings are being used to evaluate and possibly punish some faculty members. Sean Massey added that this was brought up last year in a Labor Management meeting, and the Provost said the contribution to mission was not going to be used. Unfortunately, it appears that it is with both tenured and non-tenured faculty. There also seems to be a demand that some faculty members submit their SOOT forms to the department. If this is being made into a mandate, that's a problem. These issues will be brought up at the October Labor Management meeting.

6. Newsletter/Communications Committee – Lori Fuller, Donald Kunkel.

Lori Fuller reported that she has received two articles so far, one from Bob and one from Benita. She encouraged others to submit articles as well. A notice requesting newsletter articles appeared on Dateline. John Wojcio has been contacted regarding an article he would like to write and Sean Massey will also be submitting one. Donald Kunkel stated that he is working on an article about the new online performance program and evaluation that ITS is working on. Mac Gunter is editing the articles.

7. UUP sponsorship of campus and off campus events:

Continue discussion regarding our sponsorship of on- and off-campus events (how we make decisions whether to support events and what account that support will come from (UUP or Sunshine Fund). Status of standing committee to: Develop a strategy/establish the criteria that will be used for determining sponsorship and funding of events and present that strategy to the Executive Board for approval; and evaluate all new requests for funding and make recommendations to the Executive Board for approval.

Sean Massey encouraged the standing committee to begin discussions. Benita suggested that the committee come up with a resolution the members think is reasonable and have the Executive Board deal with the guidelines.

SaveAround Discount Books sold by the Professional Staff Senate. In the past, UUP has purchased five to give as door prizes for the Benefits Fair. In the past it was \$25 for 2 or \$15.00 each. We need to vote on their purchase.

This year the books are \$15.00 each with no discount for the purchase of two books. Benita Roth **MOVED TO APPROVE** the purchase of five SaveAround Discount Books at \$15.00 each to be given as door prizes at the University Wide Benefits Fair, scheduled for Thursday, October 16. **SECONDED** by Bonnie Cornick. **MOTION PASSED WITHOUT DISSENT.**

8. Issues and Concerns from the Executive Board.

Bob Pompei stated that from conversations with members, air quality in some of the buildings seems like a pervasive problem and UUP should get involved. Benita explained that the issue was brought up last year at Labor Management meetings. Administration stated that tests were run. People need to come forward, as this is clearly an issue that can be raised again at Labor Management meetings. The issue of falling ceiling tiles in Old Johnson was also discussed. Air quality will be discussed as a general concern at the October Labor Management meeting. Before the November Labor

Management meeting, the chapter will try and collect some data. Brendan McGovern agreed to work on this. Bob Pompei strongly suggested that Tom Blake also be involved with the issue, as Tom has followed the problems in Old Johnson and Old O'Connor from the very beginning.

9. Upcoming Events:

*** 2017 Fall Delegate Assembly is this Friday, October 13 - Saturday, October 14 at the Buffalo Niagara Convention Center in Buffalo, NY.**

*** Annual "Tips on Getting Tenure" workshop on Wednesday, October 25th, 8:30-10:00 a.m. in U UW-324.**

*** General membership meeting on Wednesday, November 8, from 8:30 – 10 a.m. in U UW-324. Encourage everyone to attend.**

*** University Wide Benefits Fair will be held on Thursday, November 16, from 10 a.m. to 2 p.m. in the Mandela Room.**

*** Labor Management meeting will be held on Monday, October 16 (next week). President Stenger will be attending. Some of the items I've asked to be included on the agenda (agenda is still tentative) are:**

- Discuss retention of employee comments section for Online Performance Program.

- Discuss University's plans for faculty, staff, and student use of electric vehicle charging stations located in Smart Energy parking lot.

- Discuss member concerns about departments/programs/units creating additional layers of non-contractual and non-reported demands (e.g., time/attendance requirements, performance tracking, contribution to mission meeting, turning over SOOTS data).

- Discuss administration's rationale for decision to remove staff from Admin building during student occupation, and why security doors (with expensive pass keys locks) were installed on 1st and 2nd floors.

- Discuss what the administration is planning to do in response to the potential for (and more recently the reality of) racist threats and violence on campus.

Sean Massey stated the first letter issued by the administration was too bland, it stated that the racist incident was only "characterized as racist". The second letter, issued in response to a second racist incident, was much more to the point and called it what it was. However, these are just statements and many feel that the university is unwilling to take the risks that are needed to effectively address these incidents in the current political environment. The union has an obligation to raise this issue. The administration needs to

do more than send letters. We need to know what the administration actually plans to do to address this.

Although the particulars of this incident are less clear, on Columbus Day, faculty members in the Anthropology Department had what many thought to be threatening notes attached to their doors and in places where there was no security overseeing those locations. This was particularly focused on our members.

Discussion followed regarding these issues and the tension they are causing.

- Request that the administration make a clear and unequivocal statement of support for faculty, staff, and students who stand up to these threats and stand up for racial (and other forms of social) justice, that includes a clear commitment to refrain from using faculty, staff, or students to track or attempt to disrupt these effort.

- Discuss member concerns about the practice of hiring of non-union staff to work in subcontracted marketplace kiosks - resulting in the displacement of unionized staff (note: although these employees are not UUP members, the practice is being perceived as a threat to the campus fair labor climate and harmful to other bargaining units with which we stand in solidarity).

If you have any additional concerns that you would like us to bring forward, please email them to me.

10. President's Report:

We hosted a very successful "Fall Frolic" event last week. We estimate that over 130 members attended. There was good food, great music and conversation, and a slightly long speech by your president. Overall, a great event!

Still no word on the contract. However, I'm sure we'll hear more about where negotiations are at and what we can do to help. We have a number of e-board and committee members attending the Fall Delegate Assembly. So if there are any issues you'd like us to keep in mind during the various meetings we'll be attending, please let me know.

Sean reported that he hopes to hear more about contract negotiations at the Fall Delegate Assembly. Some of the tensions in negotiations have to do with the State proposing that discretionary increases be one-time increases instead of being adding to base. In addition, UUP is arguing for fair compensation and better work environment for adjuncts and contingent employees. This is an issue that has been sacrificed several contracts in a row.

I was given some good advice after our last meeting about organizing. Turns out that a fact of organizing is that when you're looking for volunteers, you never ask people to get back to you if they're interested. Instead, you're supposed to ask them

to sign up right then and there. So to that end, I need people to sign up for the following:

*** A Political Action Coordinator for our campus. As I mentioned last month, the Janus case that is currently before the Supreme Court could really hurt us. We need to be ready to respond. I had several members at the Fall Frolic volunteer to be a part of the effort. But we need someone to help coordinate their efforts.**

Sean reported that four people signed up to participate at the recent "Fall Frolic" event. Those members will be going to a conference to learn more and get organized, but will need all of our help when they return.

*** A VOTE-COPE Coordinator for our campus. Fundraising is a vital part of keeping a strong pro-union voice in our local, state and federal politics. We need someone who will work with the state-wide VOTE-COPE representatives.**

Sean reported that UUP needs money to do lobbying and other political activities. People are needed to help fundraise. Sean encouraged anyone who is particularly good at development and fundraising to volunteer to serve as the chapter VOTE-COPE Coordinator. Bob Pompei stated that at previous University Wide Benefits Fairs, the UUP chapter raffled a large gift basket from Tom's Coffee and Gifts. Members who signed up for a VOTE-COPE payroll deduction at the Fair would be eligible for the drawing. Benita suggested that someone from Statewide attend the Benefits Fair on behalf of VOTE-COPE.

*** Members who are willing to serve as part of a Department/Unit UUP network. We want UUP to have a voice and a set of eyes in every department, program, and unit across our campuses. This is important for promoting the importance of our union, as well as making sure the voices of all our members is brought back here to this committee so we can address their concerns.**

Sean explained that he would like to call a meeting of these representatives at least once a semester and encouraged Executive Board members to add their names or the names of others they think might be interested in participating. He added that we are living in a political climate that is fairly threatening in terms of organized labor.

Remember, exec board membership is about having a great lunch once a month with people you like. And, yeah, you sort of already pay some penance listening to me talk. But the exec board is also about service to the union. I absolutely appreciate that many of you are already giving a lot to the cause. But, given the times and the work we need to do, I need to ask you for more. Thank you!

Sean announced that he received a note from JoAnn Navarro requesting names of volunteers from UUP to serve on the screening committees for the excellence awards for both Classified and Professional Service. Lisa Gallagher will serve as the UUP representative for Professional Service. Renee Andrews will serve as the UUP representative for Classified Service.

Donald Kunkel **MOVED TO ADJOURN. SECONDED** by Alan Wang. Meeting adjourned at 12:45 p.m.

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