



## MINUTES

UUP Binghamton Executive Board Meeting  
Wednesday, April 11, 2018, 11:30 a.m. – 1:00 p.m., Uuw 324

**Present:** R. Andrews, F. Goldman, J. Goldman, C. Ignarri, P. Knuepfer, D. Kunkel, S. L’Hommedieu, L. Lisman, S. Massey, B. McGovern, R. Mess, S. Michael, N. Pages, R. Pompei, B. Roth, R. Snyder, J. Starks, D. Stone, A. Wang

**Guests:** Travis Clines, Lori Fuller, Gordon Jackson

The meeting was called to order at 11:42 a.m. Chapter President Sean Massey welcomed Executive Board members and guests to the April Executive Board Meeting.

**1. Vote to approve Minutes from the March 14, 2018, Executive Board Meeting. (Minutes Attached.)**

Donald Kunkel **MOVED TO APPROVE** the March 14, 2018, Executive Board Minutes. **SECONDED** by Courtney Ignarri. **MOTION PASSED WITHOUT DISSSENT.**

**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 five years. It is voluntary and up to members if they want to contribute or not. \$37.66 was collected at the April 11, 2018, meeting.

**3. Treasurer’s Report for March 2018.**

Treasurer, Joseph Goldman reported that bills have been paid and the Chapter is looking good financially. He has completed the audit for March 2018. Benita Roth **MOVED TO APPROVE** the March 2018 Treasurer’s Report. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSSENT.**

Vice President for Professionals, Donald Kunkel made a request for funding to cosponsor a seminar the Professional Staff Senate is hosting May 22 on salary increases and promotions, which is essentially the same seminar that the chapter held on April 3. Robert Mess **MOVED TO APPROVE** \$100 to cosponsor this event. **SECONDED** by Benita Roth. As Courtney Ignarri is the Chair of the Professional Staff Senate, she abstained. **MOTION PASSED WITH ONE ABSTENTION.**

Officer for Retirees, Robert Pompei announced that the Broome-Tioga AFL-CIO Labor Council will be celebrating Worker’s Memorial Day on April 28. The Council is putting on a concert to be held at the Sara Jane Johnson Church in Johnson City. As Robert is the UUP liaison to the Labor Council, he has made a request to the Chapter UUP for a

\$100 contribution in support of the event. Benita Roth **MOVED TO APPROVE** a contribution of \$100 in support of the Worker's Memorial Day concert to be held on April 28. **SECONDED** by Peter Knuepfer. **MOTION PASSED WITHOUT DISSENT.**

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

Chapter Vice-President for Professionals, Donald Kunkel reported that two workshops held on April 3 "Temporary Duty Increase, Performance Programs, And Evaluations" and "Know Your Contract & SUNY Policies And How Your Rights Are Protected Under An Expired Contract" were very well attended, with 31 attending the first workshop and 23 the second. Sean Massey stated he was at the first workshop and got the sense that there is a lack of information among the staff about how the system works and what their rights are. Most of them did not appear to know the majority of what was being presented, such as extra service funding. Donald added that many were new employees and it appears that information is not being disseminated the way it should be. The issue has been brought up at Labor Management meetings and will continue to be raised at future meetings.

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

Chapter Vice-President for Academics, Benita Roth reported that she has met with a couple of people about salary issues. There are problems with the handling of salary compression and faculty who get outside offers as they appear to be dealt with in a haphazard way and on a case by case basis. As Harpur College is the largest school, Benita, Sean Massey and Darryl Wood are going to meet with Dean Chilton of Harpur College of Arts and Sciences to see if they can work together to create some common front. They intend to see if there is some way they can get more of the lower administration to talk with the upper administration about salary compression. Until very recently, Dean Chilton has refused to deal with faculty and preferred to work through chairs. However, sometimes the Chairs are the problem. As Dean Chilton is relatively new she may not be receiving as much information about what happens in her school as she should be. Benita stated that there is a Dean in another school who may be trying to change the attendance policy for faculty members. Discussion followed regarding the huge variation in compensation, extra service stipends and discretionary increases. These issues will continue to be brought up at Labor Management meetings.

**6. Report of Officer for Retirees and Officer for Contingents.**

Officer for Retirees, Robert Pompei reported that retirees are very active and meet monthly. On May 24, they will be holding their semester luncheon. Stan Whittingham will be the speaker. Robert added that retirees contribute in a variety of ways, one being assisting with the removal of Claudia Tenney.

It was brought to the attention of the Executive Board that the on-line Bulletin listing the names of faculty retirees has apparently been edited with the removal of their undergraduate school listings and specialties. Although retirees are officially retired, they still write letters of recommendations, review grants and papers, and provide other services to the University. Sean Massey will look into this issue as there appears to be some discrepancy. Kelly Wemette, Liz Abate and Donald Loewen would be the contacts.

**7. Newsletter/Communications Committee – Lori Fuller, Travis Clines, Donald Kunkel.**

Lori Fuller reported that the draft of the newsletter is ready and asked members who contributed to review it for accuracy and send any edits to Lori by Friday or at the latest Monday. Sean Massey thanked the committee for their efforts and circulated a copy of the newsletter draft around the room.

**8. Issues and Concerns from the Executive Board.**

There was considerable discussion regarding the new online performance program and evaluation system for professional employees. Training is ongoing. At this point it is not required for supervisors to submit these forms online and can still use the paper forms. It is assumed that next year the electronic version will become mandatory. It appears that a problem exists with the supervisor and employee actually meeting face to face to discuss the evaluation and performance program. Some employees are reluctant to request a meeting with their supervisor to review the evaluation for fear of retaliation. It was suggested that a notification from UUP go out to employees outlining the process and the rights of the employees with regards to it. There is a procedure in place to for an employee to appeal an evaluation. The chapter has worked very hard to get the online system in place and part of this process is having the ability to track the number of performance programs and evaluations that have been completed. It was noted that junior faculty are also afraid to raise certain issues for fear of not getting renewed or receiving tenure. There is a sense of general fear being experienced by some employees on campus, which results in a reluctance to raise issues, sign petitions or do anything that may interrupt tenure or permanent appointment. It was agreed that the chapter newsletter would be a valuable resource to disseminate information. In an effort to provide data, canvassing of information from employees might also be helpful.

It was brought to the attention of the Executive Board that the University through its marketing arms is changing the websites of departments and programs. As a result, departments and programs are having a battle keeping information online. They need to be able to control the content of their websites.

An Executive Board member reported that in a discussion with a Dean, the Dean used the date of June 30 as the date for raises to kick in. The person let it go because they knew the information was incorrect as UUP is still in contract negotiations.

**9. President's Report:**

**UUP Benefits Day! Monday March 19, 2018**

United University Professions hosted a UUP Benefits Day! on Monday March 19, 2018 to promote the many negotiated benefits and discounted services that are available to our members and their dependents. The event was well attended.

**The Spring DA**

The 2018 Spring Delegate Assembly will be held on held May 4–5 at the Desmond in Albany. Reservations must be made through Linda. All delegates, committee members, or interested chapter observers can attend.

## **UUP Chapter Workshops**

UUP/NYSUT Labor Relations Specialist Darryl Wood held two workshops on Technology Maintenance Day on April 3 for professional staff: “Temporary Duty Increase, Performance Programs, And Evaluations” and “Know Your Contract & SUNY Policies And How Your Rights Are Protected Under An Expired Contract”. Both workshops were very well attended (over 25 each). Information that emerged from the workshops were (1) confirmation that there seems to be a lack of understanding of policies related to temporary duty increases among staff and that there is interest in a similar “promotions” workshop cosponsored by UUP and PSS.

## **Chapter's UUP Service Awards**

Sean Massey announced UUP service awards recognizing the following Executive Board members and thanked them for their service:

- Stuart L’Hommedieu: 5-year black-bordered certificate and 5-year pin.
- Serdar Atav: 10-year red-bordered certificate with frame, pen and 10-year pin.
- Donald Kunkel: 10-year red-bordered certificate with frame, pen and 10-year pin.
- Benita Roth: 10-year red-bordered certificate with frame, pen and 10-year pin.
- Sandra Michael: 20-year pin.
- Robert Pompei: 30-year pin.
- John Oldfield (10 years) and Susan Seibold-Simpson (5 years) also received awards. These will be mailed to their home addresses.

## **Approval for 2018-2019 Release Time for Chapter President**

After review of Chapter President Sean Massey’s Release Time Report, Bob Pompei **MOVED** that Chapter President Sean Massey vacate the room for a vote on his Chapter Release Time for 2018-2019. Chapter Vice President for Academics, Benita Roth assumed the chair and opened the floor to comments, questions and a vote. An Executive Board member **MOVED TO APPROVE** the 2018-2019 release time support of Sean Massey. **SECONDED** by Sandra Michael. A vote was taken and the result was unanimous. **MOTION PASSED WITHOUT DISSENT.**

## **Report from March’s Labor Management Meeting and Upcoming Labor Management meeting**

Chapter President Sean Massey informed the Executive Board about the following member concerns that were raised, and the discussions that took place, at the March 19, 2018 Labor Management meeting:

- HR provided an update on implementation of the new online Performance Program and Evaluation System.
- UUP inquired about the possibility of allowing Professional staff to work remotely on Snow Days.
- UUP inquired about the viability of utilizing the “Instructor” title to create a path to continuing appointment for long-term lecturers.
- UUP inquired about the possibility of Administration reminding managers and supervisors to complete necessary paperwork requesting compensation for any additional duties resulting from the recent hiring pause.

- We did not receive expected update on our request to notify campus community about contacting DDEI about gender identity/name change accommodations.
- We did not receive expected update on our request to find ways to improve communications between SSD and the Testing Center.
- We did not receive expected update on our request to address equity issues regarding Research Foundation policies on the return of grant indirects to PIs and Programs.

The next Labor Management meeting will be held on Monday, April 16, 2018. Current agenda items include:

- 2<sup>nd</sup> request for update from DDEI on request to notify campus community about contacting DDEI for gender identity/name change accommodations until software updates are completed.
- 2<sup>nd</sup> request for update from SSD/Testing Center on development of plan to improve communications between SSD and the Testing Center.
- 2<sup>nd</sup> request for update from Division of Research on request to modify policies for distribution of indirects to address equity issues concerning returns to PIs and Programs.
- UUP will provide update from recent performance program and evaluation workshop, including concerns about the lack of understanding that seems to exist among professional staff.
- Inquire about search for new Director of DDEI.
- Discuss UUP's concerns about the policy of some Deans of not meeting with faculty regarding salary concerns.
- Discuss UUP's concerns about faculty attendance policy recently implemented in School of Pharmacy and Pharmaceutical Sciences.

Chapter President Sean Massey told the Executive Board that if there were any other concerns that they would like us to bring forward, to please email them.

Courtney Ignarri **MOVED TO ADJOURN. SECONDED** by Robert Mess. Meeting adjourned at 1:00 p.m.

**The next Executive Board meeting will be held on Wednesday, May 9, 2018, from 11:30 a.m. to 1:00 p.m. in U UW-324. This is the annual May Thank You Luncheon.**