



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, October 17, 2018, 11:30 a.m. – 1:00 p.m., U UW 324

Present: S. Atav, B. Cornick, F. Goldman, J. Goldman, C. Ignarri, P. Knuepfer, D. Kunkel, S. Massey, B. McGovern, R. Mess, N. Pages, R. Pompei, B. Roth, J. Starks, A. Wang

Guests: D. Wood, Labor Relations Specialist, J. Helin, Chapter Organizer, L. Fuller, M. Gunter

The meeting was called to order at 11:38 a.m. President Sean Massey welcomed Executive Board members and guests to the October Executive Board Meeting.

1. Vote to approve Minutes from the September 12, 2018, Executive Board Meeting - see attached.

With a change from Bob Snyder to Bob Mess as Chair of the Professional Staff Senate, Robert Mess **MOVED TO APPROVE** the September 12, 2018, Executive Board Minutes. **SECONDED** by an Executive Board member. **MOTION PASSED WITHOUT DISSENT.**

2. Pass 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. \$23.00 was collected at the October 17, 2018, meeting.

3. Treasurer's Report: September 2018 - see attached.

Treasurer Joseph Goldman reviewed the September 2018 Treasurer's Report. He noted that \$537.72 was spent on copying charges for the announcements and ballots used in the elections of the College Committee on Professional Evaluation and the College Review Committee. Joe suggested the next election be conducted electronically, similar to the way in which the Professional Staff Senate conducts elections. Joe will check on the status of Donald Kunkel's request for reimbursement of payment for the internet domain. Robert Mess **MOVED TO APPROVE** the September 2018 Treasurer's Report. **SECONDED** by Brendan McGovern. **MOTION PASSED WITHOUT DISSENT.**

4. Chapter Officers' Report:

Vice-President, Professionals.

Vice President for Professionals, Donald Kunkel reported that he went to the Fall Delegate Assembly and attended a session on primarily new employee orientation. He added that he is working with Brendan McGovern discussing ideas and working with them. He has received questions from professional employees, predominately relating to pay increases. Don is also working with Darryl Wood and Human Resources regarding a few individually oriented concerns. Sean Massey asked Don to keep track of questions he is receiving as a Q&A section may be added to the Spring Newsletter.

Vice-President, Academics.

Vice President for Academics, Benita Roth reported that although it has been fairly slow, she has received many questions concerning pay increases. Human Resources has issued some information regarding this. Academics and Professionals need to review their paystubs for accuracy. Calculations of pay raises may take a little time. If employees and retirees are supposed to receive increases, they will receive them. More information regarding this will be distributed as soon as it is received from Statewide. Sean Massey added that he sent President Fred Kowal's memo out to the uup listserv prior to the memo sent by Human Resources and has received feedback that it was very well received. Benita stated that she attended the Fall Delegate Assembly, where workload and workload creep was discussed.

Officer for Retirees.

Officer for Retirees, Robert Pompei reported that 29 retirees recently attended a lunch on campus, which was coordinated by Corinna Kruman of Human Resources. He discussed the upcoming 22nd Congressional District election between Claudia Tenney and Anthony Brindisi, stating at this time it is too close to call. Retirees have been actively knocking on doors, trying to get the word out on the views and qualifications of candidates. Bob added that he has never seen this type of pre-election activity before and encouraged everyone to get out and vote.

Sean Massey reported that he is trying to take the current 600-700 chapter employee non-edu emails we have and add these to a group listserv which could be endorsement oriented. He is limited to adding 100 emails a day, but Jordan Helin, Chapter Organizer stated that he will see if he can also add 100 a day to hasten the process.

Donald Kunkel stated that UUP needs to be cautious about getting too political, as NYSUT endorses candidates not UUP. Discussion followed regarding how active the Chapter should become in issued-based politics and the right to take a solid stand on serious issues.

Officer for Contingents.

Officer for Contingents, Renee Andrews did not attend the meeting, so no report was given.

5. Newsletter Committee's Report.

Lori Fuller reported that she and Mac Gunter have been working on newsletter submissions. As Travis Clines has been doing a lot of recruiting travel, he has not been able to assist with the newsletter as much as he has in the past. Lori discussed some of the upcoming articles and information that will be included in the edition. Although Bob Pompei submitted a newsletter article on the upcoming election, it will not be included as the newsletter will not be ready to go to print before November 6. He has written a second article that is currently being edited. Benita stated that she took pictures at Fall Frolic. Lori will pick some of them to include in the newsletter. Jordan Helin, Chapter Organizer will send Lori a picture of himself. Sean Massey added that he wrote on three different topics but is anxious about the one on ageism. He will get it to Lori. Lori stated that she had hoped for an October 16-29 editing period and thanked Mac Gunter for his assistance with editing. Donald Kunkel reported that Tom Tucker approved the submission of an article written by Tom and Jamie Dangler on workload creep. Discussion followed on other brief articles to include as well as information on committees, workshops and the new membership cards. Brendan McGovern agreed to write an article about the creation of a new Google form that will be used to update membership information. Lori announced that her goal is to get the newsletter to the printer by November 15 for a December 2 printing.

6. Membership Committee's Report (Don, Alan, Brendan, & Jordan).

The Membership Committee is creating a Google form listing UUP chapter employees, their department/unit, and office location. Color coding will be used to identify members and nonmembers. It is hoped that this will provide an efficient way to set up one-on-one interactions with people, either joining or recommitting to the Union. Sean reported that there was pressure at the Fall Delegate Assembly for chapters to do more than sign new members and ask for a recommitment from current members. There needs to be more contact with employees within buildings and units. Executive Board members need to be a liaison in their areas and need to do more in helping with the leadership to build the union.

Chapter Organizer, Jordan Helin announced that the new UUP membership cards have arrived. Although not all of the cards are ready, he has bundled some of the cards by departments/units and distributed these at the Executive Board meeting. Jordan added that the cards provide a great reach-out opportunity. It is important that the cards be handed out individually and a conversation is made stating that the union really cares and ask for any issues that may concern the member.

An effort will be made at the University Wide Benefits Fair to re-sign members and recruit non-members. Current members will remain members without signing the new cards. Members are being asked to re-sign membership cards to show solidarity in our union. UUP has requested two tables this year, rather than one, used in the past.

Sean added that people are actually organizing to attack unions. UUP needs a show of solidarity. Lawsuits are coming so we have to have protection.

7. **Outreach Committee's Report.**

Brendan McGovern reported that as a member of the Outreach Committee, he is involved in a working group with Cortland people. The group has created a Google sheet that lists activities and canvassing events under the NYSUT Office. The phone bank and canvassing instructions state that you may not say a candidate has been endorsed by UUP, as NYSUT endorses not UUP.

8. **President's Report.**

- Report on the status of implementation of new contract.
- Report on *Fall Frolic* on October 3, 2018.
Fall Frolic was very well attended. Although only 109 people were accounted for more people actually attended, as members came in through the back doors.
- Report on Fall Delegate Assembly.
- Report on upcoming Labor Management agenda:

UUP Access to Bulletin Boards - According to Article 13 in the 2016-2022 State/UUP Agreement, UUP is allowed one bulletin board in every department, unit, and program. Need to make sure this information has been communicated to deans, chairs and supervisors. UUP plans to begin utilizing this space in the near future.

Preparing to Changes to NYC Birth Certificates - With the recent passage of NYC's new birth certificate legislation, there will be number of people who will select to change their gender designation on their birth certificate to "X". These individuals may find themselves at Binghamton University as faculty, professional staff, and students. Need to discuss what plans are being made to make sure our software systems (and various other protocols) are prepared for these changes.

Discrimination Reporting Procedures and DDEI Website - As discussed at the last LM meeting, new procedures have been developed (or old procedures clarified) regarding the reporting/investigation of claims of discrimination and hostile

environment on campus. It is our understanding from that conversation that DDEI will continue to have a role in this process and will continue to be a site of initial contact for people who have concerns. However, the information and procedures currently listed on the DDEI website, appear to be inconsistent with these new procedures. In addition, the information that is there now is difficult to understand, the procedures for reporting, and subsequent processes, aren't clear.

Search for Director of DDEI - On a related note, we would like an update on the search for a Director of DDEI and when/how the search committee will be constituted.

Union Work as Service - What is the administration's perspective on categorizing union work as a component of "Service"?

- **9. Chapter Business.**

In the past the Chapter has purchased five "SaveAround Discount Books" to give as door prizes to UUP employees attending the University Wide Benefits Fair. Benita Roth **MOVED TO APPROVE** the purchase of five "SaveAround Discount Books" from the Professional Staff Senate in the amount of \$15 each for a total of \$75 to give as door prizes at the University Wide Benefits Fair, scheduled for Thursday, November 15 from 10 a.m. to 2 p.m. in the University Union Mandela Room. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.**

- Discuss: Need for a Chapter Grievance Chair.
Sean Massey reported that Statewide has asked us to appoint someone as Chapter Grievance Chair. As this person does not need to be a member of the Executive Board, Sean stated that Dara Silberstein has expressed an interest in filling this position. Discussion followed. Between now and the November meeting, Sean will put together a position description for Chapter Grievance Chair. Executive Board members are encouraged to express their interest in this position or make a nomination.
- Discuss: UUP Statewide committee participation.
Sean stated there is a large list of Statewide committees that the Chapter needs to be more represented on. He explained that a member does not have to be on the Executive Board to serve on these committees. Committee members are also invited to Delegate Assemblies. Sean will distribute the list of Statewide committees to the Executive Board. He asked that Executive Board members who are interested in serving on a committee or know someone who would be a perfect candidate, to please let him know.
- Discuss: Effort to organize departments/programs/units.

- Discuss: Increasing chapter's use of department/program/unit bulletin boards.
- Discuss: Chapter advocacy and activism.

10. Additional Issues and Concerns from the Executive Board.

Bob Pompei reported that he received a question regarding the requirement of a deduction for family leave. Employees cannot opt out of this deduction.

Robert Mess **MOVED TO ADJOURN. SECONDED** by Courtney Ignarri. Meeting adjourned at 12:54 p.m.

The next Executive Board meeting will be held on Wednesday, November 14, 2018, from 11:30 a.m. to 1:00 p.m. in U UW-324.