



## **MINUTES**

*UUP Binghamton Executive Board Meeting*

Wednesday, December 5, 2018, 11:30 a.m. – 1:00 p.m., Uuw 324

**Present:** S. Atav, H. Borruso, B. Cornick, L. Gallagher, F. Goldman, J. Goldman, C. Ignarri, P. Knuepfer, D. Kunkel, S. Massey, B. McGovern, R. Mess, B. Roth, J. Starks, A. Wang

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

The meeting was called to order at 11:40 a.m. President Sean Massey welcomed Executive Board members and guests to the December Executive Board Meeting.

**1. Vote to approve Minutes from the November 14, 2018, Executive Board Meeting - see attached.**

Courtney Ignarri **MOVED TO APPROVE** the November 14, 2018, Executive Board Minutes. **SECONDED** by Joseph Goldman. **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. \$20.00 was collected at the December 5, 2018, meeting.

**3. Treasurer's Report: October and November 2018 (Joe).**

Treasurer Joseph Goldman reported that due to a technical problem at the bank the October Treasurer's Report was delayed. He stated that all bills have been paid, and the first check allocation has been received from Statewide. Robert Mess **MOVED TO APPROVE** the October 2018 and November 2018 Treasurer's Reports. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

**4. Chapter Officers' Report:**

### **Vice-President, Professionals (Don).**

Vice-President for Professionals Donald Kunkel reported that he has been working with Brendan McGovern with regards to the membership mapping initiative. Brendan will speak about the progress that has been made during the membership committee report. Donald stated that he had one meeting this past month with a member and Human Resources to discuss a workplace issue. He added that he also had a faculty member contact him for information about non-member benefits. The member has subsequently asked Linda for information on how to resign from UUP. Donald will be attending the 2019 Winter Delegate Assembly.

### **Vice-President, Academics (Benita).**

Vice President for Academics, Benita Roth reported that it has been a bit slow on her end. Given that Sean Massey is also an academic, some concerns may be funneled directly to him. One concern she has received concerns a faculty member accused of discrimination by a student based on a twitter feed. This has been investigated, and the Compliance Officer opted to take no action. There is a question on how far academic freedom extends, and there is nothing on point in the UUP contract about it. Link to that, an ad hoc statewide committee, chaired by Tom Tucker, Vice President for Professionals is looking to reassess UUP's relationship with AAUP. In 2013 we nearly voted to sever ties with AAUP. It seems like UUP might be at the stage of negotiating a relationship with AAUP and the way they treat higher education professionals. There are financial and representational issues involved. Benita asked if anyone wants to talk further regarding this to let her know. Discussion followed regarding similar issues involving social media at other campuses.

### **Officer for Retirees (Bob).**

Officer for Retirees, Robert Pompei did not attend the meeting, so no report was given.

### **Officer for Contingents (Renee).**

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

## **5. Newsletter Committee's Report (Lori, Mac, & Travis).**

Lori Fuller reported that the Chapter Newsletter is at the printer and copies should arrive on campus today or tomorrow. Sean Massey thanked the Newsletter Committee for their efforts and apologized for any hiccups on his end. As it is a huge endeavor getting articles edited and ready for publication, Sean suggested in addition to the printed Newsletter the chapter send out smaller online blasts, similar to Dateline. The blasts would be timely and a source for breaking news. The newsletter would be the source for medium-length material and would include articles about the chapter. Discussion followed regarding the suggestion.

Articles submitted for the Newsletter was discussed. It was stressed that the deadline for submission of articles needs to be strictly enforced. More contributions are needed, and it is important in all communications to keep words to a minimum and get ideas across as succinctly as possible. It was decided in the past not to publish the newsletter online because people don't always read things sent over email.

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

Brendan McGovern reported that the membership committee has met regarding outreach and the development of a new data base. In order to develop the GIS, the correct location of every UUP employee on campus needs to be found. Brendan added that speaking with members at the University Wide Benefits Fair was helpful in updating the list. Based on the October list received from UUP Statewide, we have roughly 2200 employees and have been able to find the locations of 1600 of these from the campus phone directory. Lori Fuller suggested using the newsletter mailing list. This can be obtained by sending a request for a list of chapter UUP employee names and office locations to Human Resources. Sean added that the big picture here is the mission. We need to do three things: 1) Contact any new employees and ask them to sign the cards. This can be done at new employee orientations, but we have to make contact with the people who do not attend. The goal is to make sure we have communication with these people. We want to move them into leadership positions within the union. We want to contact all of those employees in order to get them signed up. 2) We want people to renew their membership. 3) To do these we need to have a strategy. We need labor, we need leadership on this committee, and we need leadership from people across campus. This is critical to building the organization. Part of being a delegate and part of being an Executive Board member is to join in the leadership. We are the folks to encourage membership. Sean urged that we all try to give at least some time to

this effort. Jordan Helin added that when he first started union organizing as a graduate student he was really frightened. If anyone feels daunted by the process, let Jordan know and he will go with you to speak to people. Figure out who is in your area, in your bldg., and try to get more people involved. If you feel you have a difficult program or unit to make the pitch to, we will train you and give you the support you need. Sean stated that if we cannot maintain and build our membership, we will have a difficult time in the next round of negotiations.

**7. Outreach Committee's Report (Brendan).**

**8. President's Report (Sean):**

- Update and questions regarding implementation of new contract. Sean Massey reported that he has fielded quite a few questions regarding the contract and has answered them to the best of his ability. The monies coming through joint labor management are slow to roll out. Luckily most have come through, but some are still being worked out. UUP employees are encouraged to direct any questions regarding bonuses/raises to Human Resources, as they would have the most up-to-date information regarding eligibility.

**9. Chapter Business:**

- Volunteers/nominations: Tobacco-Free Campus Committee. John Starks agreed to serve on this committee.
- Volunteers/nominations: Parking and Transportation Committee. Bonnie Cornick agreed to serve on this committee.
- Volunteers/nominations: Chapter and Statewide Committees. Sarah Young has asked to be on the Statewide Outreach Committee along with Brendan McGovern.
- Discuss: Upcoming meeting with Assemblywoman about lack of funding for new contract. Peter Knuepfer, Donald Kunkel, Sean Massey, Brendan McGovern, Robert Mess, Benita Roth, John Starks and a representative from the Faculty Senate will meet with Assemblywoman Lupardo in December.
- Discuss: Chapter organizing and need for volunteers to assist with plan.

- Discuss: Development and maintenance of membership database, and use of VAN.

Sean Massey reported that we have access to the midi-van that will allow us to keep track of our data base and we can interface with the GIS being created. Lists can be generated, such as member, non-member, carding, non-carding. By using the midi-van, it allows you to access your device and is a method of organizing.
- Discuss: Possibility of providing support/travel funds for EOP Advocacy Days.

Sean Massey reported that he has been approached by students who would like to request UUP funds in order to participate in EOP Advocacy Day. After discussion, Benita Roth **MOVED** that the Executive Board ask for a budget, make a proposal via email, and vote on it via email. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.** Sean Massey will ask for a budget and send out an email proposal for review and vote by the Executive Board.
- Discuss: Supervisory Training Workshop.

Darryl Wood plans to hold a Supervisory Training Workshop next semester.
- Discuss: Provost memo clarifying exemptions to hiring.

Sean Massey reported that administration is denying that additional duties are being added without appropriate compensation. Donald Kunkel had a discussion at a recent Professional Staff Senate meeting and suggests that employees being given extra duties document everything. They should ask how long they are expected to perform the additional duties and what will come off of their performance program. They should ask that their duties be prioritized as they only have a certain amount of time in the day to complete them. It was suggested that something be sent to the membership regarding this so people are aware and can respond accordingly. We can request information from them, as it would be helpful to see how many people are being told and not asked to do extra duties. Sean stated that although professional employees can self nominate for promotions or salary increases in January and June, Vice Presidents have the ability to initiate a request for an adjustment at any time. The Vice Presidents have been instructed to review all requests for shifting duties and have the ability to initiate a request. There is a process in place. If employees receive more responsibilities, they are supposed to be compensated. They can be given an extra service stipend for any length of time.
- Discuss: Updates to SUNY Sexual Harassment Policy.

After the Executive Board meeting, Robert Mess and Sean Massey will attend a meeting coordinated by Human Resources on updates to the SUNY Sexual Harassment Policy.

- Discuss: Agenda items for upcoming Labor Management meeting:
- Discuss: Additional Issues and Concerns from the Executive Board. It was announced that because of budgets, some faculty members are being asked to teach during the winter and summer sessions with maybe symbolic salaries. Professionals have also linked into faculty. It is a concern, not a specific policy. This will be brought up at labor management.

The difference between the terms hiring "freeze" and "hold" was discussed.

**10. Adjourn.**

Donald Kunkel **MOVED TO ADJOURN. SECONDED** by Benita Roth. Meeting adjourned at 1:05 p.m.

**The next Executive Board meeting will be held on Wednesday, February 13, 2019, from 11:30 a.m. to 1:00 p.m. in U UW-324.**