



MINUTES

UUP Binghamton Executive Board Meeting

Wednesday, February 13, 2019, 11:30 a.m. – 1:00 p.m., UUW 324

Present: R. Andrews, S. Atav, H. Borruso, B. Cornick, F. Goldman, J. Goldman, C. Ignarri, D. Kunkel, S. L’Hommedieu, L. Lisman, S. Massey, B. McGovern, R. Mess, N. Pages, R. Pompei, B. Roth, R. Snyder, J. Starks, D. Stone, A. Wang

Guests: T. Clines, P. Collette, L. Fuller, M. Gunter, K. Honas, G. Jackson, N. Robinson

The meeting was called to order at 11:47 a.m. President Sean Massey welcomed Executive Board members and guests to the February 2019 Executive Board Meeting and asked that they sign the attendance sheet.

1. Vote to Approve Minutes from December 5, 2018, Executive Board Meeting – see attached.

Donald Kunkel **MOVED TO APPROVE** the December 5, 2018, Executive Board Meeting Minutes. **SECONDED** by Robert Mess. **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 five years. It is voluntary and up to members if they want to contribute or not. \$36.00 was collected at the February 13, 2019, meeting.

3. Treasurer’s Report (Joe).

- a. December 2018 & January 2019 finance reports
- b. 2019-2020 Chapter Budget Request
- c. September-December 2018 Audit Update

Treasurer Joseph Goldman reported that all bills have been paid through the end of January, and the second check allocation has been received from Statewide. Benita Roth **MOVED TO APPROVE** the December 2018 and January 2019 Treasurer’s Reports. **SECONDED** by Robert Mess. **MOTION PASSED WITHOUT DISSENT.** Joseph added that the Chapter September-December audit report was chosen for an audit, as they could not find a copy of a check. However, the check was later found. Upon review of the Budget Actuals Report, Joseph pointed out that the Chapter overspent its original allocation for Printing/Duplicating due to two professional employee committee elections. He does not expect this will happen next year, as there will only be one election. Sean Massey distributed copies of the Budget Proposal for 2019-2020 for review by the Executive Board. Robert Pompei **MOVED TO APPROVE** the 2019-2020 Chapter Budget Proposal. **SECONDED** by Benita Roth.

Upon review by the Chapter Budget Committee, the 2019-2020 Chapter Budget Proposal will be discussed and voted on at the "Beat the Winter Blues" membership meeting on February 27, 2019.

4. Chapter Officers' Report:

a. Vice-President, Professionals (Don)

Vice President for Professionals, Donald Kunkel reported that he attended the Winter Delegate Assembly. He participated in the Membership Committee Meeting and joined a workshop on reluctant leaders and how to communicate more effectively with members. Constitutional Amendments were discussed at length during the Delegate Assembly. The Anita Mitchell award, which exemplifies a life-long commitment to service was discussed and reworded to better represent this prestigious award. Donald added that last week UUP Statewide Vice President for Professionals, Tom Tucker came to campus to meet with a group of IT leaders to discuss changes in titles within New York State recommendations. Donald will bring the recommendations forward to Statewide Committees. These were strictly IT titles.

b. Vice-President, Academics (Benita)

Vice President for Academics, Benita Roth reported that she is part of an ad hoc committee to reevaluate UUP and its relationship with AAUP, the American Association of University Professors. Five years ago UUP voted to secede from AAUP. As the political atmosphere has changed, standing united with AAUP might be in the future. Benita stated that she attended the Winter Delegate Assembly, but the Vice Presidents' meeting chaired by Jamie Dangler was interrupted by a fire alarm. There seemed to be some issues that were further down on the agenda. Apparently due to the wording of the new contract, some adjuncts are losing their health insurance. Nine adjuncts are affected on the Binghamton campus. Benita added that UUP will be working on this issue and the issue of workload creep for academics. Benita stated that at least in Hapur College, we are beginning to feel the pain of the hiring freeze in terms of administrative staff being asked to do more than their fair share. Benita stressed that if anyone is experiencing or are aware of others who are being asked to fill in for sick employees or those that have retired or resigned, to please let one of the officers know. A hiring freeze is one thing but burdening people with jobs they cannot do is another. Discussion followed regarding examples of where this is taking place and where employees are being asked to assist in different areas in addition to doing the work that is required in their own positions. The differentiation between what is a reasonable request due to an emergency situation and a request for extra service compensation was also discussed. Sean Massey stated that specific examples are needed, but people who don't have permanency may be reluctant to come forward. Donald Kunkel added that if an employee is asked to do more to get the request in writing and ask for a defined time. After the stated time (four weeks, six weeks) the request should be reevaluated. If you don't get it in writing, you don't have to do it. Donald suggested that we send out an email blast regarding this, providing education and guidelines. Sean added that people should be treated fairly, and we can help employees navigate the structural problems.

c. Officer for Retirees (Bob)

Officer for Retirees, Bob Pompei reported that the spring luncheon for retirees will be held the first Monday in June. Traditionally it has been held at the Events Center, but this year the space is not available.

5. Newsletter Committee's Report (Lori, Mac, Travis, and Katie)

Lori Fuller reported that Katie Honas in Communications and Marketing has agreed to volunteer time to assist with the Chapter Newsletter. Katie will need to receive articles in final shape. The ideal time for distribution of the next Newsletter would be April 25. For that to work, all articles will need to be submitted by March 1 so Lori, Mac and Travis will have time for edits. Discussion followed regarding articles. Travis Clines, Brendan McGovern, Bob Pompei, Donald Kunkel, Benita Roth, Sean Massey, Fran Goldman, Serdar Atav and Mac Gunter agreed to submit articles. It was suggested that a maximum length for articles be identified. Donald Kunkel volunteered to take photos of the four people who received a Drescher Award. He will also take pictures at "Beat the Winter Blues." These will be included in the Newsletter.

6. Membership & Outreach Committee Reports (Don, Alan, Brendan, & Jordan)

Sean announced that as a delegate and member of the Executive Board, you are by default a union representative. Our chapter membership has been sorted into different areas throughout campus, and we are trying to identify one or two representatives in each area in addition to Executive Board members. Part of what an Executive Board member can do is to help find other people in your areas, so we can form a team of people. We can then consistently and regularly disseminate union information and update bulletin boards in all areas. We are being encouraged by Statewide to increase our organizing and membership. One of the resources we have received is the miniVAN (Voter Activation Network) software, which is used in political campaigns and in organizing. It can work really well for a chapter data base to help keep track of members and non-members on campus. The VAN is owned by NYSUT, and the chapter had to negotiate a customization in order for it to work for us. We have made a lot of progress in the last two weeks. Sean added that if you have a smart phone you can use the miniVAN on your phone. As you have conversations, you can plug in the conversation. We could also get smart phones from NYSUT. Sean distributed copies of the UUP Binghamton Chapter Non-Member Report as of 2/11/2019. The non-members are listed by title, and basically we know where we need to focus in terms of our non-members. Our top place is Athletics with 29 non-members followed by the School of Management with 28 non-members. Most of the non-members are adjuncts or clinical staff members that have part-time or non-permanent positions on campus. It was suggested that we offer a contest where the person who gets the most non-members to sign membership cards receives a gift card. Jeri O'Bryan Losee was asked if this type of initiative would be allowed. Her short answer was yes as you are always going to have fundamental reasons if it is percentage related and there are many creative ways. Sean added that the chapter needs to figure out more strategies to bring the non-members in, especially adjuncts.

7. Jeri O'Bryan-Losee, Secretary/Treasurer for UUP and liaison to Binghamton Chapter

Sean Massey introduced Jeri O'Bryan-Losee, the Secretary/Treasurer for UUP and liaison to the Binghamton Chapter. Jeri announced that she is an alumna of the Binghamton University class of 98 and 99. Jeri distributed UUP coffee mugs to Executive Board members while discussing several programs negotiated by UUP. She stated that 119 adjuncts have been affected by the loss of health insurance. She has been assigned by UUP as Binghamton University's liaison and will be available, along with Chapter Organizer Jordan Helin to provide support as needed. Jeri stated that she along with organizers and UUP members are presently going through training on student debt. Once this training is complete, clinics will be held to discuss income reduction and the forgiveness program, which are both federal programs and are free to apply for through the student loan lender. She added that training should be complete by the week of March 18. Although Binghamton University is top on the list to host a clinic, it is the week of spring break.

8. President's Report (Sean):

a. Announcement: "Beat the Winter Blues" on Wednesday, February 27, 4:30 p.m. to 6:00 p.m. in the Mandela Room, University Union

There was considerable discussion regarding whether non-members should be allowed to participate. It was suggested that a raffle for a gift card or gift basket for members only be held at the event.

b. Report: Winter DA & Constitutional Changes

i. Eliminated Winter DA

ii. Changed rules for election of officers and delegates

These rule changes will not affect the current election.

iii. Passed two items submitted by Binghamton Chapter:

1. Updating anti-discrimination language in the UUP constitution

2. Resolution on Campus Activism

c. Report: Current membership stats

Our primary goal is to turn non-members into members, have new employees sign membership cards, and then ask members to sign renewal cards.

d. Discuss: Implementation of Voter Activation Network software (miniVAN) and ongoing organizing and data management plans

e. Discuss: Use of bulletin boards

Sean stated that since all Executive Board members are department representatives as well, Jeri and Sean distributed posters and cards to place on area bulletin boards. Sean asked members to evaluate where boards are located and where boards are needed and let him know.

f. Discuss: Issues with job announcements and searches

There have been concerns expressed that jobs posted on the HR employment opportunities page, have actually already been designated for particular people. In two instances, employees who expressed interest in applying for positions were told by supervisors: no, please don't apply, there is already someone in mind. As we need examples in order to go forward to administration, Sean asked that if anyone knows or hears of areas where this is occurring to please let him know. We also want to know that there is actually a search committee.

g. Discuss: Moving long-term part-timers to full-time positions

The issue of moving part-time people into full-time slots was brought up at previous Labor Management meetings. Although Management promised to look at these positions, nothing has happened.

h. Discuss: Upcoming Labor Management agenda:

i. Staffing and coverage during hiring freeze – gaps caused by retirements, non-renewals, sick employees, etc. and required extra-service compensation

ii. Health benefits for part-timers – current eligibility calculations and potential lost benefits

iii. DSA disbursements – provide UUP with a list of recipients

iv. Hiring announcements, composition of search committees, and internal promotions

Some type of formal statement should be made on how they are formed.

v. Update on smoke free campus – disciplinary actions and smoking cessation programs

vi. Hostile workplace – policies regarding hostile workplace/ bullying

vii. Aging campus infrastructure (i.e. electrical) in older buildings

Sean asked Executive Board Members to let him know by the end of the day or tomorrow morning if there are any additional items that should be discussed. A suggestion was made to request an update on statistics regarding the new on-line performance program and evaluation procedure for professional employees.

9. Chapter Business:

a. Retroactive 2017-2018 and 2018-2019 Individual Development Awards

Sean announced that Serdar Atav, Joseph Goldman, Donald Kunkel, and Sarah Young will be the UUP representatives on the Individual Development Award Committee, with Donald Kunkel taking the lead. There will be a meeting to discuss what questions should be asked. Carol Bell is coordinating this Committee and suggested a deadline of April 1 for the 2017-2018 awards and May 1 for the 2018-2019 awards.

b. 2019 Drescher Leave Program Awards

Sean stated that he sent out an announcement to the uup listserv regarding the 2019 Drescher Leave Program Awards. Application materials for those applying are due to Kelly Wemette in the Provost's Office by Wednesday, March 27 to allow time to collect the appropriate signatures before the deadline of April 1. Benita Roth added that this award is a highly competitive program, with four colleagues receiving Drescher Awards this past semester.

c. Various UUP Scholarship Deadlines

d. Inviting statewide officers to the "Beat the Winter Blues" event

After a short discussion of the appropriateness of inviting administrative members to "Beat the Winter Blues" as has been done in the past, Benita Roth **MOVED TO INVITE** President Stenger and Provost Nieman to "Beat the Winter

Blues." **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**
Sean Massey will extend the invitations.

e. "Workload Creep" and "Bullying/Hostile Workplace" workshops

Sean Massey reported that it is unclear if chapter activities which involve educational and professional development can be restricted to members only. These events provide an opportunity to show non-members what the union does with a strong sell at the event about the importance of this. Discussion followed regarding why members should pay for the support of non-members. Jeri O'Bryan-Losee reported that some chapters are giving the first workshop/activity to non-members for free but are charging a fee for attendance at subsequent events. It was suggested that a fee of \$10 be charged to non-members for participation of chapter UUP events.

f. Additional issues and/or concerns from the Executive Board

Sean asked if Executive Members received the email blasts he has sent this week and most members responded affirmatively.

10. Adjourn.

Donald Kunkel **MOVED TO TABLE DISCUSSION AND ADJOURN. SECONDED** by Robert Mess. Meeting adjourned at 1:00 p.m.

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