



## MINUTES

### *UUP Binghamton Executive Board Meeting*

Wednesday, April 10, 2019, 11:30 a.m. – 1:00 p.m., Uuw 324

Present: R. Andrews, S. Atav, B. Cornick, L. Gallagher, F. Goldman, J. Goldman, C. Ignarri, P. Knuepfer, D. Kunkel, S. L'Hommedieu, L. Lisman, S. Massey, B. McGovern, R. Mess, S. Michael, B. Roth, J. Starks, D. Stone, A. Wang

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

The meeting was called to order at 11:38 a.m. President Sean Massey welcomed Executive Board members and guests to the April 2019 Executive Board Meeting.

**1. Vote to Approve Minutes from March 13, 2019, Executive Board Meeting – attached.**

Donald Kunkel **MOVED TO APPROVE** the March 13, 2019, Executive Board Meeting Minutes. **SECONDED** by Benita Roth. **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 April 10, 2019, meeting.

**3. Treasurer's Report (Joe)**

Treasurer, Joseph Goldman reviewed the March 2019 Treasurer's Report and the Budget Actuals Report for September 1, 2018 – March 31, 2019. He reported that all bills have been paid and the Chapter seems to be doing ok so far. Joe added that during the next five months, the costs usually drop due to the summer break. He has completed the audit for July 2018 through March 2019 and once Sean Massey signs it, the audit will be sent to Statewide. Robert Mess **MOVED TO APPROVE** the March 2019 Treasurer's Report. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

**4. Chapter Officers' Report:**

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

Vice-President for Professionals, Donald Kunkel reported that two sessions of a workshop titled "Supervisors: How To Make Your Job Easier!" are scheduled for Monday, April 15, 2019, in Uuw-324. The first session will be held from 8:30 a.m. until 10:00 a.m. and the second session will be held from noon to 1:30 p.m. Darryl M. Wood, Labor Relations Specialist, NYSUT will be the presenter. The workshop is designed specifically for faculty and staff who supervise UUP Professionals. The workshop will discuss the value of performance programs and evaluations. It will

discuss the benefits of good performance programs from the supervisory perspective. Today is the last day to make your reservation to attend. Contact Linda O'Branski. Donald announced that due to scheduling conflicts he was unable to make one of the new employee orientation sessions. He continues to meet with members to discuss their concerns.

Regarding the Professional Delegate election for Binghamton, Donald received the following message from Jeri O'Bryan-Losee:

“There was an error on the Binghamton ballot for the position of Professional Delegate. Patrick K. Doyle was correctly nominated but was mistakenly omitted from the ballot.

Since the rest of the ballot appears correct, the election will proceed. When the election report for Binghamton is posted, the results for all positions other than Professional Delegate will be official.

For Professional Delegate only, there will be a note declaring that election void due to a mistake on the ballot. The remedy to correct that mistake will be a new election for Professional Delegate with all valid previous nominees on the ballot. That election will be conducted as soon as practicable following the ongoing one, and would be concurrent with any necessary runoff election.

Please let me know if you have any questions regarding this solution.

Thank you,

Jeri”

Sean Massey reported that it was raised earlier today that second-line supervisors often assign work to employees and sometimes review their work. Apparently with the new online system, second-line supervisors do not have the ability to revise performance programs and evaluations. Darryl Wood clarified that everyone here has only one designated supervisor. Only that person can assign work and create performance programs and evaluations. Donald Kunkel added that there is a provision as far as second sources. People can be listed as a second source in the evaluation process.

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

Vice-President for Academics, Benita Roth reported that a phishing scam on campus was reported. Email messages were sent from what appeared to be Chairs asking people they supervise to buy gift cards. The person sending the Binghamton University email promised to reimburse the person after they purchased them. A contingent employee purchased \$300 worth of gift cards after received this email. Although ITS grabbed it within a day, it appears that this person was not the only one who was targeted. Benita added that this will be brought up at Labor Management. Although it is not a contractual issue, the University should be able to protect its employees. The Chapter would like to know how many people were

involved. Benita asked Executive Board members to contact her if they hear of anyone who may have fallen for the scam. Discussion followed regarding spam filters available for faculty and staff. Apparently there are more sophisticated levels of antivirus security that may have to be purchased. As sites are identified, they are blocked. The best key of protection would be to educate employees on this matter, but many employees are part-time contingents.

Benita reported that she wrote to UUP Academic Vice President Jamie Dangler about how talks are going with SUNY regarding the portion of monies to deal with salary compression and DSI that is coming in the fall. They have not reached an agreement yet. They are actively working on it and expect to have guidelines by the beginning of the fall semester. It was advised that we refrain from bringing up the issue of salary compression at Labor Management for now. We will be informed as soon as they have the guidelines. Once the agreements have been made, all members will know and the administration will know from SUNY and UUP about the guidelines. Benita added that in terms of DSI, we can talk to the administration about how DSI is handled on this campus, as it varies among campuses. Different departments and units also handle DSI differently. Salary compression will not be handled in one year, but the fact that UUP got a contract that acknowledges salary compression and will try to get people in a better position is really huge. Benita asked Executive Board members to contact her if they have any questions, or they can write to Jamie Dangler directly. Darryl Wood added that discretionary money has always been 1%. DSA is a different thing as it does not go to base. Sean Massey reported that he has the list of people receiving DSA and the amounts received.

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

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

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

Office for Contingents, Renee Andrews reported that through Labor Management, the Chapter made some really great headway with 90% -95% employees and the adjunct professors. This is how the union works, for anyone who is questioning. Sean added that he received an email from HR stating we hope to have some very good news for you on the topic of 90% - 95% employees by Friday afternoon. Renee cautioned that if any of these employees are offered a 100% position, they have an opportunity to talk with HR and not just to their immediate supervisors or directors. In the past, information has not been communicated correctly.

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

Lori Fuller was unable to attend the meeting but previously reported that Mac Gunter has sent the edits, and she thinks the Newsletter is on schedule. It will be reviewed today and sent to the printer. It was suggested that an article regarding the 90%-95% employees be published in the next Newsletter and by an email blast.

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

Bonnie Cornick, a member of the Transportation and Parking Committee reported that the Committee was given a list of eleven proposed changes that will be coming up with regards to parking and transportation on campus. At this point, they are just proposals and will go up to the next level. Sean Massey asked Bonnie to send the list to Linda so an electronic version could be sent out to Executive Board members right away, to make sure the issue gets brought up.

**7. IDA Committee Report: Retroactive 2017-2018 and 2018-2019 Individual Development Awards**

Serdar Atav, a member of the Individual Development Award Committee reported that the process is complete and the Committee will meet tomorrow to finalize and allocate. As there were only four members on this Committee, it was a lot of work. Unless there are six or eight people on the Committee next year, it will be difficult. All members of the Committee were UUP. No members from Management were appointed. Fran Goldman stated that in the past members from Management were appointed by the Provost's Office, and each year there were four Committee members from Management and four from UUP. This issue will be brought up at Labor Management.

**8. Announcements:**

**a. Student Debt Clinics; Thursday, April 11, 2019, UUW 324, noon-1:30pm and 4:30pm-6:00pm. Presenter Jordan Helin.**

**b. Workshop "Supervisors: How to Make Your Job Easier!" Monday, April 15, UUW-324, 8:30am-10:00am and noon-1:30pm. Presenter Chapter NYSUT/LRS Darryl Wood.**

**c. UUP Chapter Thank You Luncheon/Meeting, Wednesday, May 8, 11:30am, UUW-324.**

**d. Update 2019 Drescher Leave Program Awards.**

Sean reported that we have six applications. The due date was moved to April 15. We have about the same level of submission this time as we did last time. Sean had a great amount of complaints from the administration about the Drescher timeline.

**e. Updated Guide for Academics**

Sean announced that the **Guide for Academics** has been updated and copies were sent to the Chapter office. He encouraged Executive Board members to take copies of the **Guide**. Donald Kunkel questioned why the Chapter has not received printed copies of the **Guide for Professionals**. Sean will contact Statewide regarding this.

**f. Chapter Elections!**

UUP Chapter Organizer, Jordan Helin announced that a UUP membership drive, including a few members from Statewide will be conducted on campus, April 23, 24 and 25. The "Binghamton Blitz" is being held in hopes of reaching out to all UUP

members on campus and to make UUP more broadly visible. UUP membership ID cards will be handed out, and we are going to talk with members, encouraging them to recommit. Jordan asked that if any Executive Board members would like to be involved in the “Blitz” to contact him. Sean added that if anyone has an area they would like to navigate, we can probably make sure a list of those employees could be provided. Basically, we will be going to offices to talk with members. Darryl clarified that if someone is busy, you cannot stop them from doing their work. It should be asked if the employees have some time when they can talk. Otherwise, it may be considered to be disruptive of the affairs of the institution. Sean stated that the “Binghamton Blitz” is considered to be an outreach activity. Joseph Goldman **MOVED TO APPROVE** funds for the event not to exceed \$400. **SECONDED** by Benita Roth. **MOTION PASSED WITHOUT DISSENT.**

**9. President’s Report (Sean):**

**a. Update: Health benefits for part-time employees.**

Sean Massey reported that the Chapter was successful with regards to getting health insurance for the eight adjuncts who had been informed in February that they would lose their health insurance in March. Due to the new language in the contract, the interpretation is that rather than teaching two courses, adjuncts now have to teach six credits. Sean added that although we weren’t able to change the interpretation, we were able to convince the administration to give these people an extra credit, which cost approximately \$1000 per adjunct that was affected. Going forward, super adjuncts will work with the departments to make sure they have language in their offer letters that states they are teaching six credit hours. The successful outcome of this might be something to write a Newsletter article about. Benita suggested that we do submit an article but not this semester. It would be good to wait until these people have received their new offer letters for fall so we can check that it actually happened.

**b. Update: Transition of some long-term part-time employees to full-time.**

**c. Discuss: Chapter President release time for 2019-2020.**

Sean Massey reported that because he is the only candidate for Chapter President, it is possible that he will be re-elected for another two years. Part of what he needs to do to make that happen is review what he has accomplished over the past year and what he hopes to do next year. Each month, Sean sends a report to UUP Statewide discussing the goals that were set. Sean reviewed these goals with Executive Board members:

**#1 to increase membership rates:** Effort to build a data base which has allowed us to identify areas where we need to focus. From February 2018 to February 2019, we gained a percentage of new members on campus. Rather than the current 83% membership, our goal is 100%.

**#2 to raise the profile across campus and in the community:** Created a better email system and has done more outreach. The newsletter has been great and email blasts have been created. A *Pipedream* article interviewed

Fred Kowal. Has sent out information about scholarships, the Drescher Leave, IDA, etc.

**#3 to plan and conduct a survey:** This goal was dependent upon membership data. Sean has been working on preliminary questions for this. Feedback on performance programs and evaluations. Workshops will continue to help with professional development and educational promotion opportunities. A survey can help us find out what people want.

**#4 to maintain a calendar of events:** Workshops, Executive Board meetings, the University Wide Benefits Fair, and other events.

**#5 to maintain a visible presence:** Dean's speakers' series, lecture series, chapter newsletter, have engaged in communicating with our elected officials.

**#6 to establish a department/unit representative:** We offered a leadership training session.

**#7 recruiting new Executive Board members and new committee members:** There are new names for both Academic and Professional Delegates on the 2019 Chapter Election Nomination List for 2019-2021.

**#8 meeting with members:** We have been very good at this with the VP's, officers and myself making sure we are available to meet with and advocate for members. We have a good resource in Darryl.

After discussing his plans for 2019-2020, Sean was asked to leave the room for a vote on his chapter release time. Peter Knuepfer **MOVED TO APPROVE** Sean Massey's report and proposal for 50% release time for 2019-2020, with the chapter agreeing to cover 10% of the release time costs. **SECONDED** by Donald Kunkel. A vote was taken by the Executive Board members. The vote was **UNANIMOUS** in favor of Chapter President Release Time for Sean Massey for 2019-2020.

- d. **Discuss: Status of Voter Activation Network software (VAN and miniVAN), consideration of AFT's CONNECT software, and ongoing organizing and data management plans.**
  - e. **Discuss: Upcoming Labor Management agenda.**
10. **Additional issues and/or concerns from the Executive Board.**  
Sean Massey reviewed the summary of the state budget that he received from Fred Kowal. Discussion followed regarding the summary. Sean asked if Executive Board members have anything they would like him to follow up on to send him an email message.
11. **Adjourn.**  
Donald Kunkel **MOVED TO ADJOURN. SECONDED** by Alan Wang. **Meeting adjourned at 12:57 p.m.**

**The next Executive Board meeting will be held on Wednesday, May 8, 2019, from 11:30 a.m. to 1:00 p.m. in U UW-324. This is the May Thank You Luncheon.**